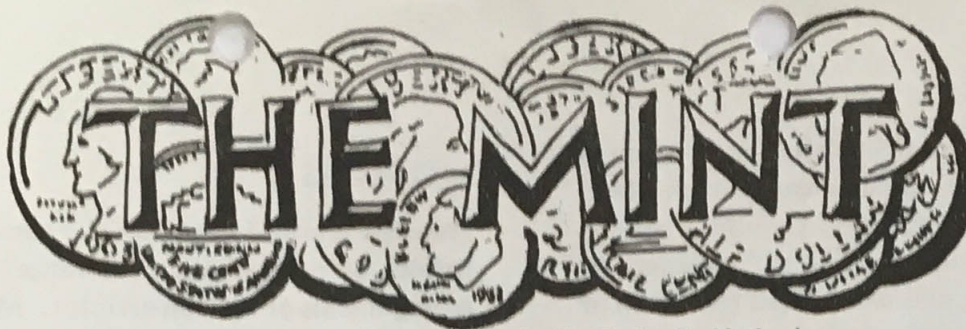


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Correspondence & Memos, 1897-1994

"The Mint" (Philadelphia newsletter)

1969-1971



AT PHILADELPHIA

VOLUME VII, NO. 5

MAY 1969

WELCOMED VISITORS

We were pleased to host two representatives of the Mint Bureau in Japan on May 23rd. Mr. Naoya Sekiguchi, Personnel Officer, and Mr. Hideo Miwa, a Production Management Planner, in the Tokyo Mint spent the day touring our production facilities and administrative offices.

In addition to their visit to this Mint, the two gentlemen and their interpreters have visited the Bureau of the Mint in Washington and the Denver, San Francisco and New York Offices.

The Mint Bureau in Japan is planning to expand its operations and to begin producing proof coin sets for sale around the world. The visitors were interested, too, in comparing our wage structure and employee relations system with those of the three Japanese Mints.

TWO GIVEN QUALITY INCREASES

Hildrey E. Hulstine, the Assistant Personnel Officer, and Lorraine E. Sargent, a Supervisory EAM Project Planner in the Accounting Division have good reason to feel pleased with themselves. They have both received Quality Step Increases in recognition of their superior performances.

Mr. Hulstine was cited mainly for the superb manner in which he directed the work of the Personnel Division during the recent illness of the Personnel Officer.

Miss Sargent was cited for the outstanding manner in which she has initiated new procedures which have made a significant contribution to the competent and efficient operation of the EAM Section.

NEW SUPERINTENDENT READY TO BEGIN WORK

President Nixon's nomination of Mr. Nicholas G. Theodore to fill the Superintendent's post here has been approved by the Senate, and Mr. Theodore has agreed to begin work on July 1st.

Mr. Theodore received his first tour of the Mints on May 16th, when Miss Adams and our Acting Superintendent showed the young and successful lawyer our present and new production facilities and introduced him to Mint administrators.

Our new Superintendent is presently a partner in a law firm in Media, Pa., where he lives with his wife, Patricia. He received a Bachelor of Science degree in Accounting from Notre Dame in 1959, and a Law degree from Villanova University in 1962.

Mr. Theodore is active in community affairs and is the assistant public defender for the county of Delaware, Pa. In addition to his membership in the Delaware County and Pennsylvania Bar Associations, he has been admitted to practice in the State Supreme and Superior Courts and the Federal District Court.

MEMORIAL DAY, 1969.....

On May 30th we will commemorate the dedication and sacrifice which all American soldiers have made for their country--by their service, and, all too often, by their injuries or death. It is a day to recall the contributions made to preserve our nation, and a time to honor soldiers... those who have served and those who are now serving, those who died and those who are living... and civilians who risk their lives for their country.

We will be honoring a few famous men, such as John F. Kennedy, and many unsung men. Men such as Seaman James F. Galati, U.S.N., son of Lieutenant James C. Galati who volunteered for duty with the Seabees and was killed in action in Vietnam on March 31, 1968, during an enemy mortar attack. And Airman 1st Class Martin J. McNicholas, the brother of Margaret A. McNicholas.

Martin has just received the Kadena Okinawa Air Base Airman of the Quarter for January through March, 1969. He was cited for proficiency as a munitions loading technician who has helped train eleven loading teams assigned to his Munitions Services Branch in the Strategic Air Command, and was "largely responsible for the 'Excellent' rating" achieved by his Branch in a very competitive organization. His own excellence is contributing to the safety and effectiveness of our Strategic Air Command.

Such men are the reason for Memorial Day.

NOTE OF PRAISE BY NIXON I

Our Chief Sculptor and Engraver has good reason to feel pleased: one of the highest honors a man can receive is to earn the praise of his nation's chief of state, and Frank Gasparro has.

In a recent note to Miss Adams, President Nixon stated that he was very pleased with the official Presidential medal which Mr. Gasparro designed to commemorate the Inauguration of the 37th President of the United States.

The products of the engraver are very familiar to everyone in the country, and yet the art of the engraver receives little attention in most circles. Few people realize the skill required to design--and produce--an attractive medal or coin. For this reason, it is all the more appreciated that the President took the time to express his pleasure in this medal.

In the summer the only things worth watching on TV seem to be the tragedies and the comedies--the news and the commercials.

NOTICES :

From the White House comes a reminder of the limitations on acceptance of honorariums for speaking engagements or written articles. More specific information regarding these limitations can be found in the Standards of Conduct and Mint Personnel Procedures Letter No. 62.

Another reminder....that all sections using bond or tissue letterhead paper check their supply and turn in any excess above the bare minimum needed in order that all of the old form letterheads may be quickly used up before the new letterheads are put into use.

In event of Atomic Attack.....

All Federal employees must report to the nearest Post Office in operation and register as a Federal employee following any serious attack on the United States. Your services should be vitally important to the country in such an emergency situation. Forms (C.S.C. 600) have been prepositioned at the Post Offices for reporting purposes.

Mint personnel are reminded that they are not permitted to accept personal phone calls during their working hours, except in cases of real emergency. No division or office personnel can be expected to constantly interrupt their own work in order to relay phone messages of a routine nature.

A ROOMFUL OF COLORS.....

There won't be as many windows in the new mint plant as there are in the old building, but the new plant will be just as bright--or brighter. Reason? Color. The equipment in the main production floor has been painted in a variety of colors, ranging from the scarlet colored furnaces and plum casting machines to the blues and greens of the rolling mills and cropping saw. The colors do brighten up an otherwise dull roomful of equipment. They also serve a useful purpose by making it easy for visitors and workers to identify the machines and their functions in the production process.

THE WAY I SEE IT by Dick Wolf

Tuesday, May 6, 1969, was a banner day for the Mint.

On that day Mr. Russell Cooke from the Carpenter Shop journeyed downtown to the Benjamin Franklin Hotel to accept an Achievement Award presented to the United States Mint by the Greater Philadelphia Chamber of Commerce.

This award was a result of the concentrated efforts of every Mint employee. It was given to us because through your efforts we reduced our injury frequency rate by more than 10% during 1968.

Congratulations to all of you. Keep up the good work. Let's see if we can earn an award for working one million injury-free manhours.

The award will be placed in the lobby with the one we received in 1966.

HELP TO THE HANDICAPPED.....

We often hear of the Federal Government's efforts to increase employment of the handicapped. But few of us may feel that we have anything to do with these programs. After all, we're not the people who hire.

Perhaps. But we may be the supervisors who could examine each position in our section to see just what skills are really required to operate smoothly. Or we may know of someone who is handicapped and who can be useful--if only he could get a job. Why don't you give a hand? If you know of someone who has suffered from a physical impairment, who is mentally retarded, or who has suffered from emotional illness but is now mentally restored and ready for work, refer him to the state employment office, or to our Federal Job Information Center at 1421 Cherry Street.

President Nixon has asked for our support as Federal employees with this message: "I have personally observed the mutual benefits that derive from hiring the handicapped, and I want this 'good business' to continue and prosper."

MAY PROMOTION

CONGRATULATIONS to Delsie E. Green, who was promoted to Helper, General, WG-05, in the Purchasing Division this month.

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Several other Mint employees have received new jobs: Mary Frances Stafford is now a Clerk-Typist, GS-03, in the Medal Sales Section of the Cash and Deposits Division, and Mary M. Baldwin, Florie Bryant, Marie Cammarota, Tillie Devor, Florence Rowe and Dora Wicks are now Laborers, WG-03, in the Custodial Unit of the Maintenance Branch.

Good luck to all of you in your new positions.

LENGTH-OF-SERVICE AWARD PINS

Four of our employees earned award pins for length of service this month. Congratulations to:

Francis H. Breen	25 years
Arthur G. Easley, Jr.	20 years
Harrison Dixon	15 years
Joseph Zagursky	15 years

SUGGESTION AWARDS

Francis Doherty and Joseph Mullen each received a \$15 beneficial suggestion award this month, while J. Russell Noll and Joseph Skasko shared one award for \$15. Keep those ideas coming in!

THERE'S A RUMOR....that the Mint is going to have an intermural bowling league this fall. This is the chance for you bowlers to show off--either your great skill or your superb team work.

The success of the move will depend on your enthusiasm and your willingness to work for a good league. Get the real lowdown from your shop representatives: Domènìck Marzulli, Robert Gold, Lester Lightfoot, Douglas Burton, John Giordano, and Jeffrey Williams, or the bulletin which will be posted soon.

MOVING SCHEDULE.....

August 14th has been set as the day when the new Mint will officially open for business and production. We have only ten weeks to complete our move, which means that we are going to be very busy this summer. The tentative schedule of moving dates for each division is given below.

Meltingalready in new mint, except for silver melting, which will remain here

Engraving.....move in process; completion expected by early July.

Maintenance....Machine Shop to begin move in June.

Coining.....equipment to be moved at the end of Settlement.

Administrative personnel....by mid June.

Accounting, Cash and Deposits and Purchasing personnel will make move somewhat later, in July, as will the Assay Division. More exact information will be given later by your division heads.

Because of the move, the Mint will be closed to tours this summer. Visitors will be welcomed at the ceremonies marking the Official Opening of the new mint, on August 14th.

SOMETHING TO THINK ABOUT...

"An executive is someone who never puts off until tomorrow what he can get someone else to do today."

----Sunshine

Sign outside a village: "School 50 yards ahead. Give the kids a brake."

One good thing about middle-age spread: it brings people closer together.

Speaking of the various sexes, one fellow says he's constantly amazed at these young things with fancy sprayed hair-do's and skin tight pants...and thinks the girls are even worse.

Start every day with a Smile..and get it over with.

E.E.O. COUNSELOR NAMED

Charles E. Riley, a Roller in the Coining Division, has been selected as one of the Equal Employment Opportunity Counselors for the Philadelphia Mint. The job of the EEO counselor is to establish an open and sympathetic channel through which employees may raise questions, discuss grievances, get answers, and on an informal basis get resolutions of problems connected with equal employment opportunity. He serves as a bridge between employees and management and is responsible for trying to clear up problems by discussing them with the employees and with his supervisors.

Mr. Riley has completed a special training course sponsored by the Civil Service Commission for counselors in the EEO program.

Edgar J. Suiter is still the Equal Employment Opportunity Officer. It is his job to assist the Mint management in making our EEO program a positive and effective one, including the handling of formal complaints of discrimination when necessary.

AT THE NEW MINT.....in the Coining Division the production controllers and crews of maintenance men and coining workers have much of the rolling line working now. The ingots that come from the casting machines are cropped and cut into two 9-foot ingots in the Melting Division, then moved to the Coining Division. As they enter the rolling line the ingots are brought to red-hot in the reheat ovens and then run through the hot breakdown rolling mill, the slitter and trimmer, and the cold rolling mill. At this point they are beginning to resemble the copper coils which are fed to our coin blanking presses.

APOLLO 10 COMPANY OFFERS

STOCK TO FEDERAL

EMPLOYEES !!

The Federal Government is urging all of its employees to purchase stock in the company that has engineered the moon shots: Buy United States moon stock, buy Savings Bonds at work!



VOLUME VII, NO. 4

APRIL 1969

TWO DIVISION HEADS NAMED!!

CONGRATULATIONS to Richard S. Wolf and to Darwin J. Young...two very capable gentlemen who have just received promotions to the top spots in our Safety and Security Division and our Coining Division.

Mr. Young has been promoted to the position of Superintendent, Coining Division, GS-1101-14, a position which he has filled in an acting capacity since Sidney C. Engel, the former Coining Superintendent, became ill last year.

Mr. Young, who was born and raised in Virginia, transferred to the Coining Division in the Mint, in 1961, from the U.S. Naval Weapons Plant in Washington, D.C. He has been the Assistant Superintendent of the Coining Division since 1963.

Mr. Wolf is a native of Lebanon, Pennsylvania. He came to the Mint from Olmstead Air Force Base in Middletown, in 1965, to work as a Supervisory Production Controller (Gen.) in the Coining Division. Mr. Wolf began working in the Safety and Security Division in 1967, and has been the acting Safety and Security Officer since Mr. Sheldon transferred from the Mint in 1968.

Each of these gentlemen has a big job ahead of him. We wish them both the best of luck!

MINT HIGH IN AWARDS PROGRAM

The Bureau of the Mint ranked 1st in effectiveness in the Treasury Department's Performance Awards

Program for the first half of Fiscal Year 1969. It ranked 5th in effectiveness in the Suggestion Awards Program, compared to a third-place ranking at the same time last year.

So far this year we have an excellent record (as in the past two years). Let's increase our efforts to improve the Mint service, and we can again be winners. Winners in more ways than one. Each suggestion savings means that government expenditures are being cut...and that means that your income taxes are being used more efficiently. At the same time, suggesters win cash awards while they boost the Bureau's record in the Treasury Department. How can we lose?

Have a good idea? Sell us on it.

ARMED FORCES DAY, 1969.....

Armed Forces Day will be observed throughout the Nation on Saturday, May 17, 1969. The theme of emphasis this year will be Forces for Freedom, and many of the nations commands and installations will make their "Report to the Nation" on the readiness and posture of our Armed Forces.

Robert E. Hampton, Chairman of the U. S. Civil Service Commission has urged our cooperation in the day's observances with these words:

"I salute the members of our Armed Forces, and the million and a quarter Civil Servants who support the military establishment at home and around the world. Wherever they work--in offices, laboratories, factories, or military bases--civilian

employees of the Department of Defense may take pride in the knowledge that they are an invaluable partner in our uniformed Forces for Freedom. I encourage all citizens, and especially all Federal Civil Servants, to honor our defense team by attending local observances of Armed Forces Day."

Air Force, Army, Marine and Navy units in the Philadelphia area open their doors to the public on this day. Why not drop in?

FBA SCHOLARSHIPS ANNOUNCED

The Federal Business Association is sponsoring Educational Awards for children of FBA members who are scheduled to attend a college or university this fall as a Freshman. Any son or daughter of a member is eligible to apply for the two \$500 awards to be given to the winners. \$50 Savings Bonds will be given to other finalists in the competition.

Deadline for filing is May 16, 1969. Applications and complete information is available in the Personnel Office.

NEW MINT BEGINS PRODUCTION

The Melting Division became the first of our divisions to go into production at the new mint site on February 11th when the No. 1 Furnace was loaded with 13,000 pounds of virgin metal and the power switch turned on. The Engineering and Maintenance people had done their job well in setting everything in order: the furnace did function properly, metals did melt, and nothing blew up. Two days later, No. 1 Casting Machine produced its first usable ingot. Two months later, the machines and the crews are working well together to produce three ingots a day. As the men learn to handle the equipment, new equipment is put into operation. By the end of April there will be three furnaces and two of the casting machines in operation.

The melting and casting crews look strangely like spacemen in their aluminized asbestos suits and hoods as they move about the huge equipment, skimming and stirring the molten metal mass, taking assay samples, casting and cooling down the white-hot liquid metal. Those suits are not for looks!...

the metal is 2300° at pouring point, and these men are working within a foot of it for more than forty minutes while casting the huge (6"x16"x18") ingots.

In other parts of the plant, personnel from other divisions are also preparing to go into production. Trial runs are now being made on the hot breakdown rolling mills and the cold rolling mills.

HATCH ACT SPELLS OUT LIMITS

Politics are in the news again, with preliminary and general elections coming up. As a citizen you are encouraged to vote as you choose, and to take an active interest in your city, state and country. You are encouraged to make voluntary campaign contributions, to display political stickers and to wear political badges if you please (but not at work).

But....

As an employee of the Federal Government, you are prohibited by law--the Hatch Act of 1939--from giving any sort of political service. This means that it is illegal for you to actively work in a political party; you may not be a candidate for nomination or election to any partisan office; you may not solicit votes or campaign for or against any political party or candidate, distribute materials, march in parades, solicit contributions for political purposes, or actively promote such activities as political dinners.

The Hatch Act protects you and your job from political pressuring. In return, you may not work in politics. This does not prohibit you from working in projects to aid your community.

NEW UNION OFFICIALS ELECTED

Final election results for AFGE Lodge #1023 officers for the coming year have been announced. The new officers will be sworn in at the Thursday, May 1st, meeting of the Union. Congratulations and good luck to these officers:

President.....	Ellison Hatton
Vice President.....	Frank Richardson
Treasurer.....	Victor Hizer
Secretary.....	Frances Stafford
Assistant Secretary.....	Fannie Harrison
Sergeant at Arms.....	John Bedoian

ROY PERRY RETIRES.....

Roy Perry, who has twenty years of Federal service to his credit, retired this month because of his disability to perform his custodial duties. We wish him better health and good luck in his retirement.

APRIL LENGTH-OF-SERVICE AWARDS

Three of our employees received award pins, which marked their service anniversaries this month. Congratulations to:

John Bedoian 25 years

Selda Miller 20 years

Maurice W. Rambo 15 years

Charles T. Parisano, Jr., is a Machine Operator in the Rolling and Cutting Section of the Coining Division. He is also an artist, on occasion. He wanted to send everyone in the Mint a Christmas card last year, so he decided to do it in one card. He did, and we enjoyed his card each time we passed the lobby. Thank you for the big gesture, Charles.

\$ 500 Bond Offered for Top Paper

Each year the Philadelphia Federal Executive Board sponsors a paper-writing contest through its Management Improvement Committee. All interested Mint employees are welcome to submit entries.

Entries must be manuscripts of up to 3,000 words which treat some aspect of management or administration. A \$500 U.S. Savings Bond will be awarded to the author of the winning manuscript. Any manuscript submitted for the contest may be published in the FEB's Management Journal. (Details are available in the Personnel Office.)

You are getting old if it takes you longer to rest than it did to get tired.

SIGN in a travel agency window: "Let yourself go."

PROMOTIONS

In addition to our two new Division Heads, four other Mint employees have received promotions recently. CONGRATULATIONS to:

Arthur C. DiGiovanni, Jr., promoted from Stationary Engineer Leader, WL-09, to Power Plant Controlman Leader, WL-11, in the Building Equipment Section of the Maintenance Branch.

Harrison Dixon, who moved up to Supply Clerk, GS-04, in the Purchasing Division.

Coleman R. McCall, promoted to Weigher, WG-08, in the Make-Up Branch of the Melting Division.

Mary K. Taylor, promoted to Janitor Leader, WL-02, in the Custodial Unit.

Arthur G. Easley is now working in the Deposit Melting Section of the Cash and Deposits Division.

SOMETHING TO THINK ABOUT..

A man's mind --stretched by a new idea-- can never go back to its original size.

"There is one thing that I can promise you about the space Program. Your tax dollars will go farther."
--Wernher von Braum

A great many people are already working a four-day week, but it takes them five or six days to do it.

The man who claims he never made a mistake in his life generally has a wife who did.

Mother was not a prude, but she was determinedly modest. One evening when my sister was about to go out with a beau, Mother spotted a bit of petticoat showing. "Remember, dear," she said, as she helped reengineer the garment, "a lady should never hint to a gentleman that she has anything on under her dress."

--Charlie Rice in This Week Magazine

Why do shipments go by car, and cargo goes by ship?

THE WAY I SEE IT.....

by Dick Wolf

With the approach of the summer months, our thoughts turn to vacations and drives on Sunday afternoon. Pleasant moments that may be wrecked by your next accident. It could happen to you today, tomorrow, or the next time you drive. It could damage your car....or injure someone.... or kill him.

Maybe you'd rather talk about how to avoid that accident?

Here are 5 ways to greatly reduce your chances of having an accident....

1. Drive Defensively: Learn to anticipate the worst. When you drive, ask yourself, "What would happen if...?" Practice looking for possible danger situations and think about how you could cope with them. Train your reflexes.

2. Drive Courteously. Dim your lights, even if the other guy doesn't. Yield the right of way, even if you really don't have to. And don't hog the road. Be a lady or gentleman First Class.

3. Drive Skillfully: Keep your eyes on the move--to the road ahead, to the sides, to the rear view mirrors, keeping the whole traffic scene in view. Allow a safety margin between you and the car ahead.

4. Control Yourself: Don't let off steam while behind the wheel. Don't rush ... or day dream. Stay alert--if you are tired, don't drive.

5. Keep Car in Shape: Have your car checked at regular intervals and before a trip. If anything is wrong, have it corrected on the spot--and you may avoid your next accident.

More accidents are caused by pickled drivers than by traffic jams.

Overheard in a doctor's office, as the doctor was vaccinating a seven-year-old boy: "Jimmy, we prefer to call this a vaccination rather than a 'fix'."

OUR INVESTORS' GUIDE TO RICHES

There are rich rewards awaiting wise investors here. The stock company is America, and the returns are high, whether it is the interest you can earn or the satisfaction of knowing you are investing in your country's future.

Buying U. S. Savings Bonds and Freedom Shares is a very practical way to show your patriotism. It's much easier to pay yourself, to take care of your dreams for the future, if you save systematically through the payroll savings plan. There will still be enough for those bills.

Consider these investment values:

Freedom Shares now offer 5% interest when held to maturity. They are redeemable after one year, and mature in only 4-1/2 years.

Savings Bonds are redeemable after two months,in case you should need an emergency fund. They mature in 7 years and pay 4.25% interest.

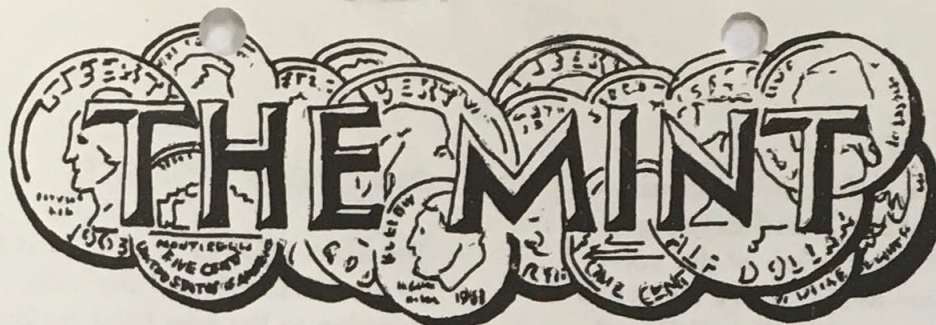
A wise investor can use Bonds to give himself the kind of retirement life he dreams of. Since a holder doesn't pay federal income tax on his U.S. Savings Bonds until he cashes the bonds, he can wait until he retires and enters a lower tax bracket, to cash the bonds. He'll pay less tax on the interest.

With a little planning, a Bond investor can use his E Bonds when he retires to guarantee regular income checks from H Bonds. He'll pay low taxes on the interest and have a little extra in retirement income.

There is a "tax-free" education savings plan, too. A way to invest in your children's education by purchasing bonds in their names.

These are the dollars-and-cents reasons for buying --and holding--U. S. Savings Bonds and Freedom Shares. The other reason is your love for your country. Invest in your future...in your children's future...invest in your country. Today.

My husband is the kind of man who drives me to a rage;
He can't recall my birthday but he always knows my age.



AT PHILADELPHIA

VOLUME VII, NO. 6

JUNE 1969

YOUNG in HEART and in the WORLD OF WORK

In support of the 1969 Federal Summer Employment Program for Youth, our agency has already employed 11 SUMMER AIDS. These eager young people--with our warm interest and mature assistance--not only will "learn" and "earn" by working for us during the months of June, July, August and September, but also will "help us" to meet our summer employment needs.

BRIGHT and EARLY on Monday morning, June 23rd, our aids entered on duty, received the proper orientation from Mr. Hulstine, Assistant Personnel Officer, and promptly went to work (as previously assigned) for the following supervisors:

Mrs. Ella M. Weaver, Head, Correspondence and
Records Section

Aid REGINA MARY MURRAY

Mr. Joseph A. Buckley, Laborer Lead Foreman

Aids NELSON DeLEON
WILLIAM L. PETERSON
EUGENE PRATT
ORSON WILLIAMSON

Mrs. Anna Mae H. Rhodeside, Payroll Supervisor

Aids BRENDA L. KEITH
MATTIEREA TUCKER

Mr. James J. Kelly, Procurement Agent

Aid PAULETTE POWELL

Mr. Anthony J. Leone, Supvy. Mechanical
Engineer

Aids CHARLOTTE BURRIS
SHERRY YOUNG

Mr. Clarence A. Miller, Head, Cash &
Deposits Division

Aid BEVERLY INGRAM

OUR hats are off and our hands are extended
to ALL of them!

WAGE BOARD CLASSIFICATION APPEALS

The Wage Board Classification Appeal procedure is available to the employee who is dissatisfied with the classification of his position. An appeal on the correctness of classification includes title, series code, grade, application of standards, or the criteria themselves.

An employee occupying a trade, craft, or labor position may appeal the classification of the position with the Treasury Department. IF the employee is not satisfied with the Department's decision, the appeal may then be made to the Civil Service Commission. Appeals to the Treasury Department and the Civil Service Commission will NOT be processed concurrently. The Commission's decision is FINAL when the appeal is made directly to the Civil Service Commission.

BEFORE filing an appeal, the classification of the position should be discussed with the super-

visors or the appropriate individuals responsible for the administration of the classification program. All applications for review of the correctness of classification **MUST BE IN WRITING** and contain specific reasons why it is believed the position is incorrectly classified.

An application for review of classification may be filed at any time. However, the timeliness of the application may affect the date of corrective action, if any. Corrective retroactive action would not necessarily be taken if the request was filed **LATER** than 15 days from the date of the original action.

A more detailed account of the Wage Board Classification Appeal procedure is set forth in Mint Personnel Procedures Letter No. 69-1. This letter is available for reference in the Personnel Office pending the issuance of a Philadelphia Mint Instruction.

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IF you need any information from our Credit Union, please contact the **TREASURER** between the hours of 12 m. to 12:30 p.m. at the Credit Union Office.

For Credit Union **LOANS**, please contact Mr. Peter Hansen, Annealing Foreman, Extension #46.

LENGTH-OF-SERVICE AWARD PINS

CONGRATULATIONS

MR. WOODROW L. AMEY, of our Coining Division, was the only Mint employee to earn a Length-of-Service Award Pin this month. On June 3, 1969, he marked 20 years of service with the Federal Government.

MR. CHESTER C. STANOWSKI, of our Engraving Division, received his 20-year Pin on MAY 11, 1969. (Apology--Mr. Stanowski's name was omitted in the May issue of "The Mint.")

DIVISION VIGNETTES

The Mint STORES SECTION is busily engaged in the dismantling of shelving, restoring and shipping to the new Mint for erection and Stock Location of the many items contained in STORES. A new perpetual inventory system, involving the introduction of Acme Electro File, is in operation and the STORES SECTION is approximately 75% moved and set up.

The PURCHASE STORES supervision appreciates the help of the "detailed" personnel in the above activities and wishes publicly to **THANK** ALL who are participating in the above.

.....

For most of its existence, the ASSAY Division of the Philadelphia Mint had to depend upon classical methods of analysis to perform its work.

In the Spring of 1966, plans were laid to refurbish the department. A number of electronic instruments were purchased to bring the division into the electronic age in which we live. The largest of these purchases was an X-ray Quantometer. This instrument enables us to assay our samples in a matter of minutes rather than the hours and days required in the past.

At the new Mint, assay samples will be cast in the form of pins having a 1" diameter and 3" length (at the melting furnace). These will be rushed to the ASSAY department, where they will be cut into 1" lengths on a new cut off wheel, the surface quickly polished on a new belt sander, and then placed in the sample chamber of our X-ray. A push of a button-- and in 60 seconds the results will be read on a digital voltmeter. The entire assay will take about 5 minutes! The results will be telephoned to the waiting furnace crew who will make necessary adjustments to the melt prior to casting the huge ingots.

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(continued)

DIVISION VIGNETTES (cont'd)

The "Old Mint" MELTING Corner: June 20th was a significant day for Philly Minters, especially Melters. It was the last time we would be using the electric furnace here (ironically enough, to "melt down" silver coins into bars--instead of the usual practice of melting bars to make coins).

June 21st marked the end of melting miscellaneous metals in the gas furnaces, where recoveries and salvage operations are made in the name of "good housekeeping" for Uncle Sam.

EXCEPT for a few men remaining to handle the silver bars into the sales lots, and to deliver them on order of the Treasurer, ALL of the Melting Division men left over at the Old Mint will JOIN those already at the New Mint--where bronze ingot operations have been under development and test since February. It is expected that FULL production runs will soon be routine, giving a supply of alloy metal for the New Mint machinery and operations that follow.

BLOOD DONOR CLUB NEWS

On June 24th, The Philadelphia Mint Blood Donor Club donated blood in answer to a request from Mrs. Louise Sullivan, former selector in our Mint (who is now in the Lankenau Hospital). Since Mrs. Sullivan, a member of our club before her disability retirement, had willingly donated blood in 1967 and 1968 and had never used any during her employment, all the committee members agreed that it was only proper that our club grant her urgent request.

MORE ABOUT YOUTH

In addition to our Summer Aids, 3 alert young men also entered on duty on June 23rd. They are: ROBERT G. POWERS, RAYMOND RATCHUP and HENRY E. ROSENTHAL. Specifically, they're here to assist Mr. Buckley, our Laborer Lead Foreman, in his big job of getting everything in shape for our big day, August 14th.

ACTION DUE IN JUNE on RETIREMENT BILL

ALTHOUGH the measure has been postponed several times, mid-June was the next target date for House action on a retirement benefit bill. The vote probably will be taken before Congress takes its July 4 vacation.

The retirement bill (H.R. 9825) would change the method of computing retirement annuities for members of Congress, as well as other Federal employees. Other sections of the bill would:

--COUNT unused Sick Leave as career service in computing survivor and retirement benefits. Each 22 DAYS of unused Sick Leave would be counted as 1 additional calendar month of career tenure.

--RAISE employee payroll deductions and agency contributions from 6.5 to 7 per cent of salary -- beginning January, 1970.

--ADD one per cent to all future automatic cost-of-living annuity increases.

In addition, the proposal contains means to put the Civil Service Retirement Fund on a sound financial basis.

SO,
YOU are seriously thinking of RETIRING...

Then (1) be sure to inform PERSONNEL of your intention at least 1 month prior to the date you have selected for retiring so that all the required forms can be processed in time -- and you will be able to receive your annuity without undue delay.

(2) CONSIDER carefully beforehand whether or not you want to receive (if married) either Annuity with Survivor Benefit to Widow or Widower or Annuity without Survivor Benefit; (if unmarried--including Widowed and Divorced) either Annuity without Survivor Benefit or Annuity with Survivor Benefit to Named Person having an Insurable Interest.

THE LAST MELTS AT THE OLD MINT

Fond memory and sentiment

-- So they say --

Have no place whatever
In the world of today.

All the action is forward
And at high speed,
Geared up to progress
And the imminent need.

But stop for a moment --
Give a last fleeting look
As the Old Mint enters
The history book.

Dare we not pause
To reflect on the days
Of long patient toil
In the melting room haze?

Where metals were mixed
And carefully tended.
Can it be true
That all this is ended?

Must we forget
Those familiar old sights
When the work proceeded
Thru long days and nights?

The glow of the furnace --
That bright sparkling pour --
Pride in good work --
"Esprit de corps."

We'll hold and we'll cherish
The passing scene
As long as men live
Who were "on that team."

.....J. L. Myer

Don't worry about computers taking over. If they
get too powerful--we can just organize them into
committees.

KEY - Notes for SUPERVISORS

HELPING Your TRAINEES

HOW you can

.....recognize and
.....cope with "learning plateaus"

WHILE supervising a training program, you will
probably discover that your trainees may progress
up to a certain point and then seem to
stand still. This occurs because your trainees
have reached a period in the learning process which
is called a "plateau of learning"--a period in which
both you and the trainees are confronted with their
inability to absorb more knowledge or to ad-
vance in skills. After a time, however, you'll find
that they will PICKUP and go on, as they should.

NOTE: Your trainees may experience not only
one but several of these "plateaus of
learning" during your training program.

WHEN your trainees are caught in such a predic-
ament, it is essential that you, as the supervisor,
thoroughly EXPLAIN to them just WHAT has hap-
pened so that they will not become unduly discour-
aged. Tell them, with reassurance, that you know
that this "flat" period will eventually end--and that
you are certain that they soon will make progress
again.

IN ADDITION, you can greatly reduce the length
of time your trainees might have to spend in a
"plateau of learning," if you give more intensive
training on job operations in which your trainees
appear to be weak.

FIGHT INFLATION

Savings Bonds are far less changeable than stocks
and bonds..they are a defense against inflation..
are vital in maintaining a sound economy and a
stable dollar.

You're really protecting your own \$\$\$ when you
buy Savings Bonds.

BE WISE -- increase your Savings Bond allot-
ment TODAY.

NEW G. S. PAY SCHEDULE

New pay rates for general schedule workers were approved by Executive Order 11474. The pay increases become effective with the start of the first pay period after July 1, which is July 13. The increases will not be received until August 4.

GS	1	2	3	4	5	6	7	8	9	10
1	3889	4019	4149	4279	4408	4538	4668	4798	4928	5057
2	4360	4505	4650	4795	4940	5085	5230	5375	5520	5665
3	4917	5081	5245	5409	5573	5737	5901	6065	6229	6393
4	5522	5706	5890	6074	6258	6442	6626	6810	6994	7178
5	6176	6382	6588	6794	7000	7206	7412	7618	7824	8030
6	6882	7111	7340	7569	7798	8027	8256	8485	8714	8943
7	7639	7894	8149	8404	8659	8914	9169	9424	9679	9934
8	8449	8731	9013	9295	9577	9859	10,141	10,423	10,705	10,987
9	9320	9631	9942	10,253	10,564	10,875	11,186	11,497	11,808	12,119
10	10,252	10,594	10,936	11,278	11,620	11,962	12,304	12,646	12,988	13,330
11	11,233	11,607	11,981	12,355	12,729	13,103	13,477	13,851	14,225	14,599
12	13,389	13,835	14,281	14,727	15,173	15,619	16,065	16,511	16,957	17,403
13	15,812	16,339	16,866	17,393	17,920	18,447	18,974	19,501	20,028	20,555
14	18,531	19,149	19,767	20,385	21,003	21,621	22,239	22,857	23,475	24,093
15	21,589	22,309	23,029	23,749	24,469	25,189	25,909	26,629	27,349	28,069
16	25,044	25,879	26,714	27,549	28,384	29,219	30,054	30,889	31,724	-
17	28,976	29,942	30,908	31,874	32,840	-	-	-	-	-
18	33,475	-	-	-	-	-	-	-	-	-
Waiting Period :	52 Weeks				104 Weeks				156 Weeks	

SOMETHING TO THINK ABOUT.

To sell something, tell a woman it's a bargain;
tell a man it's deductible.

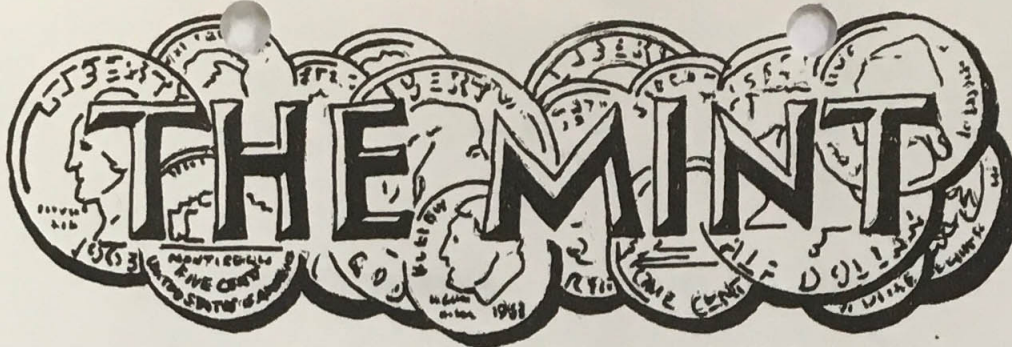
--Quoted by Earl Wilson, Publishers-Hall
Syndicate

BUREAUCRACY is based on a willingness either to

pass the buck, or to spend it.

A Senator said we should pay our taxes with a smile. Wish I'd known that on April 15th, I sent cash.

Man's hard to please. He expects his stock to go up, his golf score to go down, and his secretary to stand still.



AT PHILADELPHIA

VOLUME VII, NO. 7

JULY 1969

TO ALL MINT EMPLOYEES

As you are aware, on July 1, 1969 I took the oath of office as Superintendent of the United States Mint here at Philadelphia. It was a proud and important day for me, not only because I was appointed by the President of the United States to assume a very important position, but also because I knew I was becoming a part of a well established and efficient working force.

Several persons have remarked to me about the employees here at the Philadelphia Mint and of the reputation they enjoy. I am pleased to become a member of this organization.

I trust that during my tenure as Superintendent, we shall all work together and strive hard to maintain and improve upon the many traditions that have already been established.

I would like to thank all of those who participated in the ceremony of July 1, 1969. You did a fine job and I received many compliments about our staff from those in attendance.

I hope in the future I have an opportunity to meet all of you personally and I am confident we shall continue the pleasant working relationship that you have enjoyed in the past.

Sincerely,

NICHOLAS G. THEODORE
SUPERINTENDENT

VERY
CORDIALLY,

HIS and OURS

PROMOTIONS

There is no other way to describe

MRS. OLGA K. MELKO

who entered on duty on July 2, 1969, as secretary to our Superintendent, Mr. Nicholas G. Theodore. Charming, friendly and alert, she is, indeed, an asset to our new Mint. It can only be our pleasure to extend her every courtesy.

MINT GUARDS UPGRADED

The position of Guard in all offices of the Mint has been reclassified from grade GS-4 to grade GS-5. This action went into effect on February 9. The upgrading followed the publication by the Civil Service Commission of a revised standard for Guard positions. Among the criteria used in determining the higher grade are: (1) the protection of property of critical importance to the nation on a regular and continuing basis; (2) formal training in such areas as riot control, detecting and responding to attempts of sabotage and espionage; preservation of evidence; and report writing; and (3) designation of guards as United States Special Policemen. The guard supervisors have also received a one-grade increase.

APPRECIATIVELY, THANK YOU

MR. FRANK E. CAMPBELL, Assistant Superintendent of our Mint, now has returned to duty, having recovered from the heart attack he had in March. He greatly appreciated the concern you so kindly expressed on his behalf while he was recuperating and he would like to thank each of you for the warm thoughts and "get well" wishes which you sent to him during his illness.

OPERATIONS OFFICE: Engineering Division

Research & Development Engineering Branch

FRANCIS P. RUSH
to Mechanical Engineer, GS-12

Maintenance Branch

SAMUEL M. PETRILLE
to Inspector, Mechanical Systems, WG-12

MARLIN C. SARGENT
to Inspector, Electrical Systems, WG-12

PERSONNEL DIVISION

JANE E. PERRY
to Personnel Clerk, GS-05

DIVISION VIGNETTES

The ASSAY DIVISION has begun its move to the new Mint. After lots of hard work and some frustration, our X-ray has reached its new and permanent home at Room 119.

WITH splendid cooperation from Mint carpenters, riggers, and electricians, we were SET UP and CHECKED OUT and READY to assay samples in a day's time.

Individual pieces weighed from 600 to 1000 pounds. Because of their delicate "innards," the move, without mishap, was a feat for which the individuals who were involved can be very proud.

.....

(continued on Page 3)

DIVISION VIGNETTES (cont'd)

The CUSTODIAL SECTION is really "on the move" and getting a workout setting up all the OFFICE areas. During the "move," the employees of this section are trying to keep both of the Mints operating at full peak.

ALONG with all the other work that Mary Taylor, Walter Grohowski and "yours truly" (Joe Buckley) are doing, CUSTODIAL is also responsible for transportation to and from the old Mint and, out of 21 employees, 4 men are chauffeurs (with, of course, "yours truly" again as dispatcher of all vehicles).

OF MY STAFF, I cannot say enough good words, or really describe the wonderful job they are all doing. This includes the Summer Aids and those three college students who are also working for me. They should all be complimented.

CUSTODIAL worked very hard to get all areas of the new Mint cleaned and in tip-top shape, you know, for the 1st of July; that is, washed walls and windows (inside); scrubbed and waxed floors--and took care of anything else we could find that needed attention. Our workload has been very heavy, but we're doing the best that we can. BY AUGUST 14th, with the excellent assistance of our temporary help, we CAN and WILL have the whole building sparkling!

.....

UNTIL
our
CREDIT UNION

has a "home" again, please give your ACCOUNT BOOK to your supervisor who will, in turn, give it to Mrs. Carol Leyfert, in our Accounting Division, Room 227. This arrangement, please note, is only temporary. As soon as possible, we will set up a new depository.

Thank you.

KEY - Notes for SUPERVISORS

FOLLOWING-UP on Your TRAINEES

HOW you can

- . . . determine and
- . . . use "learning curves"

TRAINEES, in fact, ALL employees expect their supervisors to let them know how well they perform in their jobs. They feel more secure if their supervisor knows WHAT and HOW they're doing. As a supervisor, it's very important that you keep tabs on your trainees; record their progress (or lack of it)--and be ready to praise or assist, as you see fit.

KEEP IN MIND, a trainee may learn quickly at first, then gradually, more slowly. This pattern of change in the learning rate is called the "learning curve." You must know, as an instructor, what the "learning curve" is for the job you are teaching. You can always find the "curve" for a particular job by recording the amount of work produced by your trainees as their instruction continues.

Example: KEEP RECORDS of the average hourly production of a group of trainees in relation to their hours of experience.

APPLY this information to the level of skill reached after a given period of training or experience on the job.

(IF you change your training method, be sure to set up a new curve.)

Eventually, the use of "learning curves" will enable you to TEST your training methods as well as to determine the progress of your trainees; i.e., by comparing the "learning curves" of different training methods you have tried, you can easily select the method by which your trainees learn more effectively.

ELEVEN +
PAULINE L. CARTER
= 12 SUMMER AIDS

...and that rounds out the number that Miss Eva Adams, Director of the Mint, assigned to our agency from the quota allotted to the Bureau of the Mint. Pauline (although officially designated to work for Mrs. Weaver, Head, Correspondence & Records Section) has been busy learning how to operate our switchboard, under the capable supervision of our Telephone Operator, Mrs. Victoria T. Harrold.

WELCOME to two new Mint employees, JOHN A. WEIR, a Plumber-Pipefitter, WG-10--who transferred to our agency from the Philadelphia Naval Shipyard; and, to BARRY C. SPADT, a Clerk-Typist, GS-03. Barry is a Vietnam veteran and he is now working in our Purchasing Division.

FLASH !

On July 28th, MRS. ELIZABETH T. DEERY Will enter on duty as a Personnel Management Specialist, GS-201-07. She comes to our Personnel Division from the East Central Division, Naval Facilities Engineering Command.

WE are very pleased to have these three new employees working with us!

SAVE SYSTEMATICALLY
with
U. S. SAVINGS BONDS

REMEMBER, IF you really NEED THE MONEY, you CAN CASH a BOND any time after TWO MONTHS (and get FULL purchase price + FULL accumulated interest). Be wise -- increase your Savings Bond allotment TODAY.

LENGTH-OF-SERVICE AWARD PINS

CONGRATULATIONS

to

four of our employees who earned award pins for their length of service in the Federal Government this month. They are:

JAMES C. GALATI 30 years
Guard Supervisor (Lt. of the Guard)

FRANK A. WAGNER 25 years
Guard

JOSEPH J. GALIANO 20 years
Roller

LETTERIO J. PERRINE 20 years
Die Maker

TWO MINT EMPLOYEES RETIRE

After serving for more than 31 years at the U.S. Mint, MR. MORRIS LEVIN, Pressman in our Coining Division, chose to retire on June 30, 1969. He received a Gallatin Award for his honorable and faithful service with the Treasury Department.

MRS. JENNIE Z. STERNBERG, who worked in our Purchasing Division as a Clerk-Typist, retired on July 22, 1969. Jennie, who had more than 19 years of Federal Service, entered the Mint force on 7-31-66; prior to that time, she had worked for the Department of Defense.

All their fellow employees wish both of them many years of HAPPY RETIREMENT.

.....

"A coordinator is a man who has a desk between two expeditors."

--The Office Economist

"People will believe anything if you whisper it."

--Typo Graphic

THE DEPARTMENT OF THE TREASURY

Regulations Governing Conduct in or on the Bureau of the Mint Buildings and Grounds

31 CFR 91-91.14

1. Authority.

The regulations in this part governing conduct in and on the Bureau of the Mint buildings and grounds located in: Denver, Colo., at Colfax and Delaware Streets; Fort Knox, Ky., on the grounds of the U.S. Military reservation; New York, N.Y., at 32 Old Slip; Philadelphia, Pa., at 16th and Spring Garden Streets, and at Independence Mall; San Francisco, Calif., at 155 Hermann Street; and West Point, N.Y., on the grounds of the U.S. Military reservation; are promulgated pursuant to the authority vested in the Secretary of the Treasury, including 5 U.S.C. 301, and that vested in him by delegation from the Administrator of General Services, 32 F. R. 11968 (1967), and in accordance with the authority vested in the Director of the Mint by Treasury Department Order No. 177-25, dated November 28, 1967, 32 F. R. 17490 (1967).

2. Applicability.

The regulations in this part apply to the buildings and grounds of the Bureau of the Mint located in: Denver, Colo., at Colfax and Delaware Streets; Fort Knox, Ky., on the grounds of the U.S. Military reservation; New York, N.Y., at 32 Old Slip; Philadelphia, Pa., at 16th and Spring Garden Streets, and at Independence Mall; San Francisco, Calif., at 155 Hermann Street; and West Point, N.Y., on the grounds of the U.S. Military reservation; and to all persons entering in or on such property. Unless otherwise stated herein, the Bureau of the Mint buildings and grounds shall be referred to in the regulations in this part as the "property."

3. Recording presence.

Except as otherwise ordered, the property shall be closed to the public during other than normal working hours. The property shall also be closed to the public when, in the opinion of the senior supervising official of any Bureau of the Mint establishment covered by these regulations, or his delegate, an emergency situation exists, and at such other times as may be necessary for the orderly conduct of the Government's business. Admission to the property

during periods when such property is closed to the public will be limited to authorized individuals who will be required to sign the register and/or display identification documents when requested by the guard.

4. Preservation of property.

It shall be unlawful for any person without proper authority to wilfully destroy, damage, deface, or remove property or any part thereof or any furnishings therein.

5. Compliance with signs and directions.

Persons in and on the property shall comply with the instructions of uniformed Bureau of the Mint guards (U.S. Special Policemen), other authorized officials and official signs of a prohibitory or directory nature.

6. Nuisances.

The use of loud, abusive, or profane language, unwarranted loitering, unauthorized assembly, the creation of any hazard to persons or things, improper disposal of rubbish, spitting, prurient prying, the commission of any obscene or indecent act, or any other disorderly conduct on the property is prohibited. The throwing of any articles of any kind, in, upon or from the property and climbing upon any part thereof, is prohibited. The entry, without specific permission, upon any part of the property to which the public does not customarily have access, is prohibited.

7. Gambling.

Participating in games for money or other property, the operation of gambling devices, the conduct of a lottery or pool, the selling or purchasing of numbers tickets, or any other gambling in or on the property, is prohibited.

8. Intoxicating beverages, narcotics, hallucinogenic and dangerous drugs.

Entering or being on the property, or operating a

motor vehicle thereon, by a person under the influence of intoxicating beverages, narcotics, hallucinogenic or dangerous drugs, or the consumption of such beverages or the use of such drugs in or on the property, is prohibited.

9. Soliciting, vending, debt collection, and distribution of handbills.

The unauthorized soliciting of alms and contributions, the commercial soliciting and vending of all kinds, the display or distribution of commercial advertising, or the collecting of private debts, in or on the property, is prohibited. This rule does not apply to Bureau of the Mint concessions or notices posted by authorized employees on the bulletin boards. Distribution of material such as pamphlets, handbills, and flyers is prohibited without prior approval from the Director of the Mint, or the delegate of the Director.

10. Photographs.

The taking of photographs on the property is prohibited, without the written permission of the Director of the Mint.

11. Dogs and other animals.

Dogs and other animals, except seeing-eye dogs, shall not be brought upon the property for other than official purposes.

12. Vehicular and pedestrian traffic.

(a) Drivers of all vehicles in or on the property shall drive in a careful and safe manner at all times and shall comply with the signals and directions of guards and all posted traffic signs.

(b) The blocking of entrances, driveways, walks, loading platforms, or fire hydrants in or on the property is prohibited.

(c) Parking in or on the property is not allowed without a permit or specific authority. Parking without authority, parking in unauthorized locations or in locations reserved for other persons or continuously in excess of 8 hours without permission, or

contrary to the direction of a uniformed Bureau of the Mint guard, or of posted signs, is prohibited.

(d) This paragraph may be supplemented from time to time with the approval of the Director of the Mint, or the delegate of the Director, by the issuance and posting of such specific traffic directives as may be required and when so issued and posted such directives shall have the same force and effect as if made a part hereof.

13. Weapons and explosives.

No person while on the property shall carry firearms, other dangerous or deadly weapons, or explosives, either openly or concealed, except for official purposes.

14. Penalties and other law.

Whoever shall be found guilty of violating any of the regulations in this part while on the property is subject to a fine of not more than \$50, or imprisonment of not more than 30 days, or both (see 40 U. S.C. 318c). Nothing contained in the regulations in this part shall be construed to abrogate any other Federal laws or regulations or those of any State or municipality applicable to the property referred to in § 91.2 and governed by the regulations in this part.

Dated: January 9, 1969.

(Seal)

EVA ADAMS
Director of the Mint



VOLUME VII, NO. 8

AUGUST 1969

TO ALL EMPLOYEES
United States Mint
Philadelphia, Pennsylvania

During the past several weeks, each of you has contributed a great deal of time and energy towards the preparation of this facility for the dedication ceremony on Thursday, August 14, 1969.

Some of you were called upon to contribute more than others because your position demanded this, however, each of you willingly and enthusiastically responded.

I want you to know that both the Director of the Mint and myself are very proud of the employees of the United States Mint at Philadelphia for making the ceremonies of last week and the visits of several dignitaries a success. It was only through your efforts this became possible and you deserve the credit.

I wish to thank you for your participation and I encourage you to continue the good work and maintain the reputation of the Philadelphia Mint.

Sincerely,

NICHOLAS G. THEODORE
SUPERINTENDENT

A TIME

to REMEMBER

ON Tuesday, August 12th, at 11 a.m. our Superintendent, Mr. Nicholas G. Theodore, and the employees of the Philadelphia Mint, gathered in our spacious new Mint lobby for our first "special occasion." It was the right time, the right place and the right gesture -- for just the right person. For everyone had assembled so that Mr. Theodore could present to MISS EVA ADAMS, Director of the Mint, a handsome sterling silver tray--a final gift of appreciation to her from all of us before her departure from office.

Miss Adams was noticeably touched by the precious sentiment expressed by the exquisite tray which had been engraved with the inscription

To Eva Adams

From all your friends at the
United States Mint
Philadelphia 1969

and which had, inserted in its center, our Director of the Mint medal of Miss Adams. (A unique embellishment, the medal, for this purpose, was struck in silver. It displays a front view of Miss Adams, has the name of EVA ADAMS overhead and shows the state of Nevada in the background of the portrait. It was, of course, originally designed by our Chief Sculptor and Engraver, Mr. Frank Gasparro.)

WITH deep emotion in her voice, Miss Adams thanked everyone present and said that she knew that each of us really was her friend, for each had worked so tirelessly and so hard to bring about the opening of the new Mint on August 14th. She said, with understanding, that she, too, as well as we, loved our old Mint and had a natural feeling of sadness on leaving it -- for our old Mint, also, had done a "good job" in its day; and, offering consolation, she added that it was being put on the GSA listing, in the hope that it would remain in existence at 16th and Spring Garden Streets.

THEN, with her face beaming, Miss Adams proceeded to walk in a complete circle around the group -- holding the tray, by its handles, in front of her so that all those attending could look at its beauty. Finally, upon returning to stand again by the side of Mr. Theodore, she ended her speech by remarking that wherever she might be in the future, we shall be with her always.

A TIME

to REFLECT

FOR those of us who lived and worked with you in the old Mint during the administrations of President John F. Kennedy and President Lyndon B. Johnson and then moved to work with you at the new Mint under the administration of President Richard M. Nixon, it is equally true that, recorded somewhere on certain memorable pages in the endless volumes of Time, you, too, "always" will be with us, Miss Adams.

OPENING DAY, AUGUST 14, 1969

U. S. MINT, PHILADELPHIA, PA.

... a rare Bureaucratic panorama

OUTSIDE...

...EMPTY, sleek white automobiles with the name U. S. MINT impressively printed in black across their sides, had been parked--one after the other--in front of the new pink granite Mint building.....
WASHINGTON, D. C. had come to town!

INSIDE...

... 1st Floor

... TREASURY GUARDS

... the distinguished passengers (who had arrived in the white cars)...Congressmen, High Treasury Officials, Mint Masters from foreign countries...Officials from all the field installations (Denver, San Francisco, New York, Ft. Knox, West Point Depository) ..ANA members....the Press.....an array of "special guests"...NAME CARDS (pinned on the dresses of the ladies)...NAME CARDS (inserted in the breast pocket of the men's coats)...NAME CARDS (all of them) decorated with red, white and blue ribbons imprinted with the words UNITED STATES MINT...NAME CARDS (some of them) bearing a bright silver dollar, encased in plastic, between the red, white and blue ribbons! ...

... TREASURY GUARDS

... hundreds of people ascending, by the great escalator, to tour the VISITORS' GALLERY...

... hundreds of people descending, by the great escalator, to mingle with the hundreds in the LOBBY...people who were meeting and greeting, greeting and meeting each other -- either again or for the first time...

... 2nd Floor

... TREASURY GUARDS

... Upstairs, in the offices, Philadelphia Mint Officials met and talked with Officials from the other Mint installations...regular employees, exhilarated with the spirit of the day, tried to concentrate on their work--while attempting to catch a glimpse of the notables, or while stopping to say "Hello," to the many retirees who were roaming gaily around the hallways...

... 3rd Floor

... TREASURY GUARDS

... in the red-carpeted Conference Room, in the large, busy Cafeteria, in the offices.....
people, people, and more people....

(continued)

EVERYWHERE...

... TREASURY GUARDS.....PEOPLE

... and **NOW** on the 1st Floor,... **NOW** on the 2nd,... **NOW** on the 3rd....
MISS EVA ADAMS, Director of the Mint, and, MR. NICHOLAS G. THEODORE, Superintendent, U.S.
Mint, Philadelphia!

THEN, the EXODUS (of all of these people)...

... from the 3rd, 2nd, 1st Floors...from the Lobby.....from the TREASURY GUARDS.....
to attend the **CEREMONY**...

ON THE MALL

... TO THE SOUTH, stood stately Independence Hall...Mellifluous PRELUDE MUSIC (played by the
19th Army Band) drifted through the air and softly fell over and around the congenial crowd--which had
filled the amphitheatre to capacity (some of the people already were seated, others were strolling about,
leisurely moving from one acquaintance to another)....The warm sun shone brightly (in spite of a few
grey-white cumulous clouds)...It intensified the gay colors of the women's dresses and gilded the green of
the visible treetops.....TO THE NORTH, from the tips of their tall, silver poles, a variety of flags --
quickened by the lively breeze--waved continuously against the August-blue sky...

SHORTLY after 3 p.m., the **PROGRAM** unfolded....PRESENTATION OF THE COLORS (U. S. Marine
Corps Recruiting Station, Philadelphia)..MASTER OF CEREMONIES, HONORABLE EUGENE T. ROSSIDES,
Assistant Secretary of the Treasury...INVOCATION, THE REVEREND C. JON WIDING, Assistant Pastor,
Christ Church, Philadelphia...WELCOMING REMARKS, HONORABLE JAMES H. J. TATE, City of Phila-
delphia...INTRODUCTION OF DISTINGUISHED GUESTS (among whom were HONORABLE CHARLS
WALKER, Undersecretary of the Treasury, HONORABLE DOROTHY ELSTON, Treasurer of the United States,
HONORABLE MARY BROOKS, Director Designate, Bureau of the Mint, and Congressmen STEAD, CONTI,
BARRETT)....WELCOME TO FOREIGN MINT MASTERS, HONORABLE EVA ADAMS, Director, Bureau
of the Mint...RESPONSE, HONORABLE ARNE BAKKEN, Director, The Mint of Norway...

(The mood of the occasion was tranquil; the scene, almost unreal--quaintly framed in the arched
brown walls of the amphitheatre, it was like a living picture...reminiscent of some other care-
free day of far away and long ago.)

... **ADDRESS**, then, by THE HONORABLE DAVID M. KENNEDY, SECRETARY OF THE TREASURY..
beginning with a few words about the first Mint in Philadelphia (1792)...Martha Washington's silver...but,
suddenly, pertinently, emphatically shifting to many trenchant statements about the surtax, the Senate
and tax reform, inflation...

(The mood changed; the scene was brought into proper focus. Sharply, clearly -- the amphitheatre,
speakers, flags, trees, people and the ultramodern Mint which could produce 24 million coins a
day--everything was definitely a part of THURSDAY, AUGUST 14, 1969!)

... **BENEDICTION**, THE REVEREND C. JON WIDING...

and the announcement, by HONORABLE EUGENE T. ROSSIDES, Assistant Secretary of the Treasury,
that: "The United States Mint in Philadelphia is officially open to the public!"

PROMOTIONS

OPERATIONS OFFICE: Engineering Division

FANNIE T. HARRISON
to Clerk-Typist, GS-04

OPERATIONS OFFICE: Coining Division

JOHN P. LEPPING
to Assistant Superintendent, Coining Division
GS-12

FRANCIS H. BREEN
ELWOOD BRUCE
to Coin Production Supervisor, GS-12

JACK B. MILLER
THOMAS L. ROBITAILLE
to Strip Production Supervisor, GS-12

Cutting & Sewing Section

GERTRUDE B. BARKSDALE
ROSLYN W. BENDERS
MARY A. GALLAGHER
MARY E. McDONALD
JOSEPHINE RAMSAY
DOROTHY ROBINSON
ADELINE S. SINATRA
MURIEL TALIFERRO
to Sewer, WG-04

The Machine Attendants:

JOSEPHINE D. BRZEZINSKI
ANNA M. CHRISTINZIANO
MARIANNA J. FORTUNE
ELIZABETH K. FRALEY
LOREE LEGION
BEATRICE POLLARD
ANTOINETTE SCIULLI
LUCILLE B. WOOD

also have been reassigned to the rating of
Sewer.

(continued on Page 6)

THOMAS E. POWER
our Management Analyst

receives

**QUALITY
INCREASE**

THERE always may be ROOM at the TOP-- but sometimes there is no one who is quite capable enough to STEP into it, in the event of an unexpected vacancy (or, as in this case, vacancies). However, during the period between March and July, 1969, Mr. Power was required to assume FULL responsibility for the performance of all the duties of his own position as well as those of the SUPERINTENDENT and the ASSISTANT SUPERINTENDENT (due to the resignation of Mr. Sura and the absence of Mr. Campbell, who had been stricken with a heart attack).

AUTHORIZED by the Bureau to do so, Mr. Power tackled the assignment of performing the duties of the jobs. Among those duties, he was in charge of, and responsible for, all values of the Mint during the 1969 Settlement; was compelled to make off-the-cuff decisions in many instances; and was required to assist in indoctrinating our new SUPERINTENDENT, Mr. Theodore (who reported on July 1st). In addition, Mr. Power had to officiate during the transitional period of moving part of the equipment and personnel from the old Mint to the new Mint.

In recognition of SUPERIOR performance in his handling of 3 jobs at one time (and for simultaneously, maintaining a high level of employee morale), Mr. Power received a QUALITY STEP INCREASE.

BUYING FREEDOM SHARES IS PRACTICAL

Freedom Shares (available in combination with Series E Savings Bonds of like or larger denomination) OFFER 5% INTEREST when held to maturity. (They mature in just 4-1/2 years.) If you really NEED THE MONEY, remember, they are redeemable after ONE YEAR.

BE PRACTICAL -- buy Freedom Shares TODAY.

PROMOTIONS (continued)

OPERATIONS OFFICE: Coining Division

Medal Manufacturing Section

ANDREW W. DANIELENKO
to Medal Maker, WG-09

DIVISION VIGNETTE

...IF all the boxes used by the ASSAY Division in moving... were cut into one-inch strips and laid end to end, they would have reached beyond Mars. And, if ALL the items NOT boxed, HAD BEEN boxed -- Jupiter would have been left behind. All non-believers, please check with the Storeroom and Accounting. NOW all we in the ASSAY need are Paul Bunyan's skates!

To ERR is human; to really foul things up requires a computer.

--Bill Vaughan in Kansas City Star

JOSEPHINE D. BRZEZINSKI RETIRES

Miss Josephine D. Brzezinski, Sewer, in the Cutting and Sewing Section of our Coining Division, retired on August 15, 1969.

Josephine, who had approximately 28 years of Federal Service, entered the Mint force on 12-11-45. She also had worked for the Marine Corps Supply Activity and for the Frankford Arsenal.

ALL of your fellow employees wish you many, many years of HAPPY RETIREMENT, Josephine.

information about

YOUR RETIREMENT SYSTEM

OPTIONAL RETIREMENT

...or, "When it's UP TO YOU"

AS an employee under the retirement system, you are eligible for OPTIONAL retirement and may (if you wish) retire on an immediate ANNUITY-provided:

(1) You have been employed under the retirement system for at least ONE year within the 2-year period immediately preceding the separation date on which you wish to have your annuity based; and

(2) You meet ONE of the following minimum AGE and SERVICE conditions:

--AGE 55

and 30 years of creditable service
(including 5 years of civilian service)

--AGE 60

and 20 years of creditable service
(including 5 years of civilian service)

--AGE 62

and 5 years of CIVILIAN service

(MOST military service counts toward retirement, but in ALL cases an employee MUST have had at least 5 years of CIVILIAN service to be eligible for retirement.)

SO, if

YOU are eligible for OPTIONAL retirement and WISH to apply for it, please come to the Personnel Office (Room 215) and tell us at least 1 month prior to the date on which you would like to retire. For, if you want to retire, you will have to fill out a Standard Form 2801, Application for Retirement, and file it with PERSONNEL. We will give you every assistance in completing your application; will explain, in detail, the types of annuity available to you; will help you to select the type best suited to your particular circumstances; and will explain fully the effect of making deposit and redeposit, etc.

*
*
* NOTHING borrowed,
* But something ~~NEW~~ --
* RED and WHITE
* On Treasury ~~BLUE~~ !!
*
* ~~NEW~~ girl guides
* To GREET our friends...
* Handing out literature,
* Answering questions...
*
* STEPHIE, VICKIE and FANNIE,
*
* In their new fall fashion,
* Present an image worthy
* Of their dedicated profession.
*
* We can ALL be proud
* Of their job well done
* And knowing they are there
* To GREET ~~EVERYONE~~.
*

OUR
TRAINING PROGRAM
-- a SUCCESS STORY

CHAPTER 41 of title 5, U. S. Code and Executive Order No. 11348 may not mean much to the average Federal employee but they have real significance to those in management who have responsibility for training. BOTH the law and the order provide the authority under which training is conducted in a Federal establishment.

WE have just submitted the annual training report required under the law. During Fiscal Year 1969 23,201 hours were spent in training. The bulk of this training was devoted to preparations for new Mint operations.

A total of 17,584 hours was spent in the areas of trades, crafts and other technical fields. The remainder of the time was divided among such categories as supervision, safety and health, orientation, and professional.

-- a SUCCESS STORY (continued)

IF the success of any program can only be judged by the results, then the training program for 1969 was highly successful. PROOF of this is the ease with which the Mint employees accepted the responsibility of maintaining the new building and the operation of the new and complex machinery and equipment.

=====

SOMETHING
TO
~~THINK~~ ABOUT...

We must constantly build dikes of courage to hold back the flood of fear.

--Martin Luther King, Jr.

Don't resent growing old. Some people never even have the opportunity.

--E. B. Prescott

It is easy to tell a lie. But it is hard to tell only one lie.

--Quoted in Ennis, Texas, News

Inflation is so bad that one supermarket put up a sign reading: "Express Lane - \$30 or less."

=====

BARE FACTS

Topless suits and peek-a-boo clothes
Miniskirts and see-through hose--

If Godiva made her ride today
Would anyone even glance her way?

Yes, I guess they would. Of course.
People seldom see a horse!

==--Helen Lohr

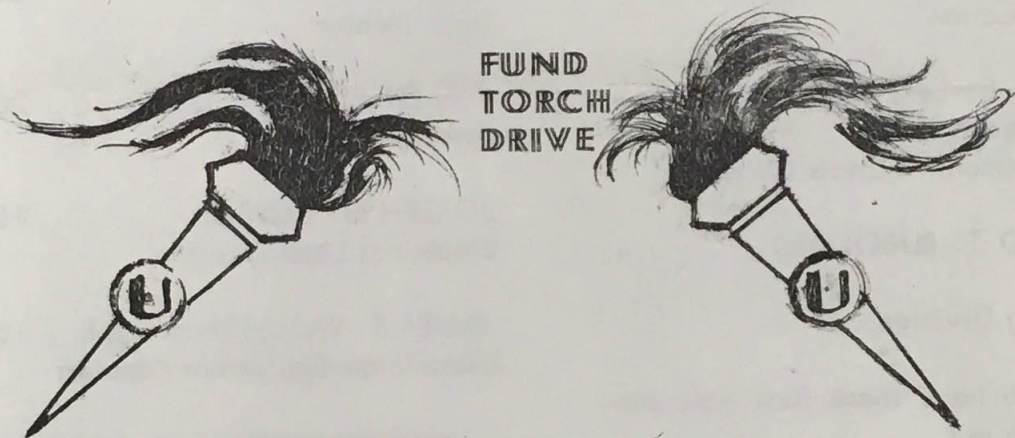
IF men did understand women, they would never believe it.

THE MINT

AT PHILADELPHIA

VOLUME VII, NO. 9

SEPTEMBER 1969



UNITED
we established
a new record
for giving
in 1968

UNITED
we can
establish a
better record
in 1969

UNITED, a word that really can "turn you on!" It sounds WARM, FRIENDLY, HAPPY, STRONG. It makes you think of FAMILY, FRIENDS, NEIGHBORS, all together and "doing their thing." Yes, happiness is **GIVING**, and YOUR Fair Share Gift will aid more than one and a half million men, women and children in the communities around us. YOUR Fair Share Gift will buy so MUCH happiness for such a SMALL price. Remember, retarded children, aged and infirm citizens, our boys in the **ARMED** Forces--these are just a few of **OUR** friends and neighbors who are helped by our Torch Drive gift.

The world--YOUR WORLD--is not measured by the reach of your arm nor the horizon of your vision: it is measured by the never-ceasing influence of your thoughts and acts. We all get in return in proportion to what we give in service and sacrifice. It is the universal law of life. As long as we have beautiful memories and thoughts, we never are alone. The **UNITED FUND** provides an easy way for us to purchase a beautiful memory.

OPEN your hearts again this year,
as you so willingly opened them in 1968...

ONCE again, please show
you care..... **MAKE** your once-a-year gift for 1969 a gift which
will contribute, in its own certain way, toward a better, brighter world for those you love and who really
need your help.

YOU have always been courteous and friendly when your **KEY MAN** visited you and we know that you will
be again. It is each of us--giving whatever he or she can--that has made our **UNITED TORCH FUND
DRIVE** a success in the past.

Little...Large...FAIR SHARE -- let's all **GO UNITED** !

WELCOME

to four new MINT employees:

MRS. EVELYN N. CRUCE
Clerk-Stenographer
in our Engraving Division

MISS CYNTHIA DAVIS
Card Punch Operator (Trainee)
in our EAM Section

MISS CAROL T. LERNER
Information Receptionist
in our Management Analysis Division

MR. DONALD T. RUBOLINO
Metallurgist
in our Melting Division

WE are delighted to have these four new employees working with us!

.....

U. S. CIVIL SERVICE COMMISSION
REAFFIRMS RULING
on USE of
POSTAGE PAID ENVELOPES

In BULLETIN NO. 735-1, the U. S. Civil Service Commission has called to attention again -- for the protection of all employees and all agencies--that:

"The submission of an application in a competitive examination by an individual is considered to be a personal matter, not official Government business, whether or not the applicant is a Federal employee. Such mail is therefore subject to payment of postage by the applicant, and use of postage paid official envelopes for personal matters is a violation of postal regulations."

To avoid possible problems, please do not ever use official envelopes improperly.

LENGTH-of-SERVICE AWARD PINS

CONGRATULATIONS

to

four of our employees who earned award pins for their length of service in the Federal Government this month. They are:

CHARLES J. PRUNER 25 years
Heat Treater

VINCENT D. SCARAZZA 20 years
Annealer

JOSEPH G. ELWELL 15 years
Electrical Lead Foreman

JAMES S. WOLSTENHOLME 15 years
Electrician-Equipment Repairer

%%

The Philadelphia Mint CREDIT UNION

WELCOMES

MRS. MARY BAMBINO

to its staff. Her duty hours have been established at

9 a.m. to 1 p.m. daily.

FOR CREDIT UNION business, Mrs. Bambino has temporarily been established in ROOM 235.

%%

I'LL OWN THIS PLACE SOME DAY

If they keep giving me the business

-- Winning motto for the month
Elgin National Watch Co.

the impact of men on their jobs

earns

a QUALITY INCREASE

for our
Assistant Superintendent (Operations)
HARRY P. LANDSIEDEL

It is characteristic of Harry Landsiedel, whenever commended, to express appreciation by answering, "All the others deserve the credit, too --I didn't do it by myself." In regard to the work he has accomplished in his position at our Mint, his statement rings true; however, it is equally true that Mr. Landsiedel has brought certain qualities of leadership and definite specialized knowledge to his title which are singularly his own: inspiration, drive, stamina, know-how, a sense of timing and dedication.

Others do deserve credit for our new Mint; but it was Mr. Landsiedel who became the Director's representative and who, in that capacity, had the responsibility of representing the Director on negotiations of all contracts involving construction and installation for our Mint. He was the person who was required to deal with the many foreign dignitaries who visited the Mint during the construction period and the man who performed these obligations in an outstanding manner. It was Mr. Landsiedel who had to supply (from his knowledge and abilities) information to the many Civil Organizations of Philadelphia (who were interested in the development and operation of our new Mint because of its magnitude). Mr. Landsiedel was the man who was directed to complete the Mint by August 14, 1969, and to have it operating in practically all areas. (This also entailed planning of space arrangements, moving personnel, furniture, equipment into the building and the installation of furnishings and equipment.)

Despite countless setbacks, Mr. Landsiedel, with his own top-notch brand of executive ability, competently met the deadlines.

a \$200 SUPERIOR PERFORMANCE AWARD

for our
Laborer Lead Foreman
JOSEPH A. BUCKLEY

Always far too busy to sit at his desk (because he is giving his personal attention to tasks which a less interested or less energetic supervisor would have delegated to his subordinates), constantly being paged on the LOCATOR, Joe is truly our "man about the Mint."

In spite of the handicap of working with insufficient personnel (due to ceiling restrictions), Joe has rearranged his small custodial staff so that they are able to maintain an adequate and efficient work force at both Mints. Due to his strenuous effort and untiring labor, Joe, also, with this same small staff, had the appearance of the building, offices, shops, cafeteria, lobby, etc., in excellent condition for our opening day. Along with all of his other duties, on dedication day, Joe also had to make sure that interpreters were on hand for the foreign dignitaries, that chauffeurs were available to drive the cars which were assigned to the Mint for the purpose of transporting officials wherever, whenever necessary; that tables, flowers, chair arrangements, etc. were all taken care of for this very important ceremony.

WITH great pride in his staff and just as much pride in seeing that every area under his supervision is properly cared for, Mr. Buckley has performed in an outstanding manner: he is a man who really packs meaning into the two words "Laborer Lead" in his job title of Laborer Lead Foreman.

He KEEPS our Mint liveable...

GONE...

with the falling leaves
of SEPTEMBER...

...our 1969 Federal Summer Employment Program for Youth and our 12 young but wiser Summer Aids. SORRY as we were to lose these spirited, helpful youths, we are HAPPY to evaluate our program for this year ABOVE AVERAGE.

FIRST, during the course of the program, our aids, through meaningful work assignments, "learned" as well as "earned"; SECOND, as in previous years, our agency participated in the Career Visitation Program instituted for the Summer Aids by the Civil Service Commission and our Aids (by having their work carefully arranged by their supervisors) had the opportunity to visit both the Naval Shipyard and the Defense Support Center in order not only to observe the operations in these other two Federal agencies but also to see men and women at work in a variety of technical, scientific and skilled jobs.

NOT one of our 12 Aids left his or her job at the Mint before he or she either had to go back to school or had to leave to find a permanent job in private industry. Credit for this fine record, of course, must go to our capable and interested supervisors as well as to our enterprising Aids.

WE all wish you success in the years ahead and as we say a fond goodbye, Aids, we all want you to know that we shall miss you...BEVERLY.....
BRENDA.....CHARLOTTE.....MATTIEREA.....
PAULETTE.....PAULINE.....REGINA.....
SHERRY.....EUGENE.....NELSON.....
ORSON...and WILLIAM.

There's one four-letter word you don't hear much anymore--cash.

--Bob Goddard in St. Louis Globe-Democrat

A man likes you for what he thinks you are; a woman, for what you think she is.

--Ivan Panin

U. S. CIVIL SERVICE COMMISSION APPROVES 2 CHANGES in 1970 FSEE

Designed to reduce the time required for the examination process and improve the utilization of eligibles, the changes approved by the Commission for the 1970 Federal Service Examination are:

1 - Extension of eligibility

Eligibility will run for one year with no suspension. Applicants will be allowed to extend their eligibility for one additional year by notifying the Commission prior to the expiration of their eligibility.

2 - Elimination of the central scheduling of the written test

The FSEE will be given, as in the past, on the third Saturday of each month (except August, September, and December). However, this year, Interagency Boards with FSEE registers will provide instructions to applicants on test dates, locations, and procedures for competing. In many areas, the test will be given on a complete walk-in basis; and, in most cases, applicants will no longer have to file to take the test. In eliminating central scheduling, the time lag between taking the test and the Notice of Rating will be reduced to no more than 4 weeks.

Note: Testing procedure instructions will be out about October 1st. The 1970 FSEE announcement will be available after September 22, 1969 and procedure for the 1970 FSEE will be effective with the October 18, 1969, test. The 16-page announcement will include sample questions, the Qualifications Brief, an Education & Experience Questionnaire, etc.

The present Quality Graduate and Outstanding Scholar provisions will be continued in 1970.

information about
YOUR
RETIREMENT SYSTEM

DISABILITY RETIREMENT

AS an employee under the retirement system, you MUST meet all of the following conditions to be eligible for an immediate annuity because of disability retirement.

- (1) You must have completed at least 5 years of civilian service.
- (2) You must, while employed subject to the retirement system, have become totally disabled for useful and efficient service in your position or any other position of the same grade or class.
- (3) The disease or injury which caused your disability must not be the result of vicious habits, intemperance, or willful misconduct on your part within the 5-year period immediately prior to becoming disabled.
- (4) The application for disability retirement must be filed with the Civil Service Commission as specified; that is, IF the application is made by you, your guardian or some other interested person, it must be made BEFORE separation from the service OR within ONE YEAR thereafter. This time limit also applies to separated employees who elect to receive compensation for work injuries. This time limit cannot be waived, regardless of the reason for failure to execute the application on time--except for an employee who was mentally incompetent at the time of separation or within one year from the date the person is restored to competency or a guardian is appointed, whichever is earlier.

With the exception for those who have reached the age of 60, the annuity payable to an employee retiring because of disability will not be less than (a) 40% of his average salary or (b) an annuity computed under the general formula after increasing his total service by the length of time elapsing between the date of separation and the

date on which the employee would attain age 60, whichever is the lesser. This guarantee gives no advantage to an employee who has reached the age of 60, and it does not, in any case, affect the annuity of any survivor. The annuity computed on the basis of the employee's actual service is allowed if it is greater than the minimum guaranteed annuity.

Superintendent of Melting Division

DR. J. LELAND MYER RETIRES

After accruing more than 18 years of outstanding Federal Service to his credit (all of it at our Mint), Dr. Myer chose to retire on September 12. With an enviable educational and technical background, Dr. Myer entered on duty 7-23-51 in his first government job as Supervising Production Metallurgist, GS-12. On September 21, 1958, he was promoted to the position of Superintendent of the Melting and Refining Division,--in which position he served honorably and proudly (managing the affairs of the division and safeguarding values) until his retirement this month.

Gentleman, scholar, poet, Dr. Myer, along with his official position at the Mint, also has been a man of "all professions"--farmer in Bucks County, instructor at Temple University, business consultant. Although we regret losing him, we're sure that he will have (in his own words) "...plenty of activity" since he now will "...be on retainer as consultant by several outside business firms..." and "...will also be connected with Temple University Institute of Research."

Nevertheless, Dr. Myer always was very fond of his position and of the employees at the Mint. His parting words were: "Mint service is a very honorable and proud institution... It was wonderful--just right up to the end!"

It surely goes without saying, "Doc," that all of your fellow employees wish you many, many years of happiness and fulfillment ahead.

NIXON ADMINISTRATION

wants

UNCLE SAM

to pay HIGHER INTEREST ON BONDS

Congress has been asked by the Nixon Administration to pass legislation to permit the payment of a 5% rate of interest on U. S. Savings Bonds. The Administration is also seeking removal of the 4-1/4% interest ceiling on all Treasury BONDS (a statutory limitation which has been unchanged since 1918).

IF the legislative request is approved, the interest rate on Series E and H Savings Bonds would be RAISED from the current 4-1/4% to 5% IF held to maturity--

5 years and 10 months for E Bonds

10 years for H Bonds

THE INCREASE would be retroactive to JUNE 1, 1969. All outstanding E and H Bonds would enjoy the same benefit from the new rate, beginning with the first semiannual interest period which starts on or after June 1.

ABOUT FREEDOM SHARES:

The present 5% rate on Freedom Shares would continue unchanged until they are removed from sale 6 months after the proposed legislation becomes law. Authority to EXTEND Freedom Shares at maturity is included in the Treasury proposal.

BE a WISE INVESTOR -- BUY MORE
BONDS and FREEDOM SHARES TODAY !

REMINDER

DON'T FORGET to always keep your experience and qualifications records up to date in your Official Personnel Folder!

PROMOTIONS

ADMINISTRATIVE OFFICE:

Management Analysis Division

VICTORIA T. HARROLD

to Information Receptionist, GS-04

Purchasing Division

LOUIS P. AMOROSI

to Supervisory General Supply Officer,
GS-07

PARKING ARRANGEMENTS

Special-rate
OFFER

Mr. Brown, a representative from the Philadelphia Parking Authority, has made an offer to Mint employees who drive to work. A 30-day special rate can be arranged for those employees interested in using the Independence Mall underground parking area between 5th and 6th Streets.

If you are interested, give your name to the Personnel Office, Room 210, not later than Tuesday, September 30, 1969. Mr. Brown will then meet with a representative group and present his offer.

NO GENERATION GAP

ever existed so far as we and our 3 Laborers

HENRY, RAYMOND, ROBERT

were concerned. Industrious, resourceful and courteous, these fun-loving, hard-working college students were right on the job from the time they entered on duty until they left us on September 19th to go back to the books and the professors. Good reading and less toil, lads -- parting is our loss and your gain.

DETAILS

NO THREAT TO JOB STABILITY

Some of our employees have expressed concern over job stability because of recent details of Engraving Division employees out of their job classifications.

The recent installation of new automated equipment in the Engraving Division reduced the workload for that Division. Management decided that the workload reduction was of a temporary situation and that, in the interim, the skills of the employees could be used effectively in other sections of the organization.

The use of the detail procedure to aid in the changeover from the Old Mint to the new building is only for the reason of expediency. No inference is to be made from either selection or non-selection for a detail that a reduction-in-force or other threat to continued employment is being considered. There is no reduction-in-force under consideration at this time.

SOMETHING TO

THINK ABOUT...

The world is about 1% good, 1% bad, and 98% neutral. It can go one way or the other -- depending on which 1% is pushing. That is why what EACH individual does is indeed quite important.

Does it ever seem to you that your paycheck has turned into a receipt for your payroll deductions?

It takes TWO to make a marriage--a single girl and an anxious mother.

THE WAY

I SEE IT.....Dick Wolf

I urge all employees to concentrate their efforts towards finding and eliminating those hazards which cause fires, here and at home. October 5 - 11, 1969, has been proclaimed as FIRE PREVENTION WEEK by President Nixon - but let us make fire prevention a duty throughout the year.

IF any employee does find a fire anywhere in this building, the following procedure should be used:

1. Pull the closest fire alarm box.
2. If no alarm box is nearby, go to the nearest phone and call

7-2529

or

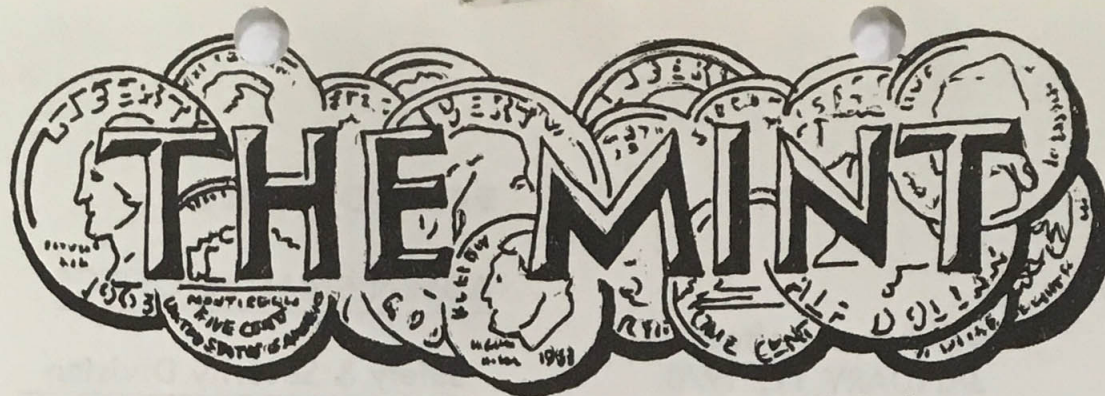
7-7342

Report the LOCATION to the Guard who answers.

3. Become familiar with the building evacuation plans which were given to each employee.

It MAY be true that life begins at 40, but everything else starts to wear out, fall out or spread out.

--Beryl Pfizer in Ladies' Home Journal



AT PHILADELPHIA

VOLUME VII, NO. 10

OCTOBER 1969

1969
OPEN SEASON Federal Employees Health Benefits Program from
NOVEMBER 10 - 28, 1969

ALL employees enrolled in plans offered under the Federal Employees Health Benefits Program will have an opportunity to **CHANGE** their enrollments during the open season scheduled for November 10-28, 1969. **ELIGIBLE** employees who are **NOT** enrolled will be able **TO ENROLL** during this open season.

Changes enrolled employees **MAY** make are:

- * From one plan to another
- * From one option to another option in the **SAME** or a **DIFFERENT** plan
- * From self only to self and family

The brochures for all health benefits plans participating in this program have been revised; most have changed benefits or rates or both. These new brochures are printed on **WHITE** paper to distinguish them from the present blue brochures, which are obsolete after January 1, 1970.

BEFORE November 10, 1969, the Health Unit will distribute to each eligible employee an open season instructions pamphlet (BRI 41-117) and brochures of the two Government-wide plans.

Members of employee organizations which sponsor health benefits plans will receive brochures of the organization's plan through the mail **DIRECT FROM THE CIVIL SERVICE COMMISSION.**

Any employee who does not receive the appropriate brochures and the instructions pamphlet by November 10, 1969, should contact either Miss Keefer or Mrs. Strong by calling the **DISPENSARY: 7-7627.**

Any employee who is interested in an employee organization plan brochure will be able to obtain a copy on request from the Personnel Office, Room 215.

IF, after studying the brochures and pamphlet BRI 41-117, an employee has a question, he should contact either Miss Keefer or Mrs. Strong in the **DISPENSARY.**

An employee who does want to change his enrollment, or who is not now enrolled and wants to enroll **MUST** complete a new Health Benefits Registration Form (Standard Form 2809). The completed registration form **MUST** be received in the Personnel Office no later than November 28, 1969. To obtain Standard Form 2809, go to the **DISPENSARY.**

NEW METHOD
in CREDITING
ANNUAL LEAVE

will become effective
JANUARY 11, 1970

Beginning with the new leave year, Mint employees (Career-Conditional and Career) will be advanced the ANNUAL leave which would be earned during the leave year. Therefore, effective 01-11-70, employees in the three annual leave categories:

13 days	(less than 3 years)
20 days	(3-15 years)
26 days	(15 years and over)

will be CREDITED with ALL the ANNUAL leave which would accrue during the leave year, and such leave will be reduced as it is taken. The IBM card which accompanies the paychecks will always reflect current annual leave balances.

EXCEPTIONS:

- 1-Employees receiving an initial appointment, or those reappointed after a break in service MUST be employed 90 calendar days before they may be granted the annual leave accrued from date of appointment.
- 2-The Bureau's regulation prohibiting advancement of leave to employees having LESS than one year of Government Service, remains in effect.

AS BEFORE, supervisors are responsible for scheduling vacation throughout the leave year and should do so in such a manner as to have the plant and offices properly staffed at all times. In this capacity, they should avoid having a large group of employees on vacation at the end of the leave year.

PROMOTIONS

ADMINISTRATIVE OFFICE:

Safety & Security Division
Security Section

FRANCIS S. LORENTI
to Guard, GS-05

OPERATIONS OFFICE:

Building & Mechanical Division
Machine Shop Section

JOHN J. DUFFY
to Crane Operator (Heavy), WG-08

Coining Division
Coin Production Branch
Medal Manufacturing Section

ANTHONY BATTAGLIA
WALTER E. WHITEHOUSE
ANDREW W. DANIELENKO
to Medal Maker, WG-10

Cutting & Sewing Section

NAOMI McLEAN
to Cutting & Sewing Lead Foreman, WS-03

%%
The Philadelphia Mint CREDIT UNION

has now moved into its permanent home
ROOM 111
(First Floor, right of elevator)
Mrs. Mary Bambino will conduct Credit Union
business here daily (Mondays through Fridays)
from 9 a.m. to 1 p.m.

%%

PHILADELPHIA REGION

ANNOUNCES 1970

Procedures for Taking the FSEE Written Test

In the Philadelphia Region, The Federal Service Entrance Examination is given on a walk-in basis on the third Saturday of each month, except August, September and December.

When you report for the examination, be sure to bring your completed Qualification Briefs, Education and Experience Questionnaire -- and if you desire eligibility in the Philadelphia Region, your completed Geographic Availability Form. Also bring a #2 medium lead pencil.

IF you wish to take the FSEE, report at 8:30 a.m. on the third Saturday of any month except August, September and December to:

BENJAMIN FRANKLIN H.S.
Broad and Green Streets
Philadelphia, Pa.

The 16-page Federal Service Entrance Examination Announcement (No. 410, September 1969) is available for review in the Personnel Office, Room 215.

NOTE from the Announcement:

The FSEE is the primary avenue of entry into the Federal service for people with potential for responsibility and leadership. If you have a college education or equivalent experience, the FSEE offers you the opportunity to be considered for over 200 occupations in some 50 Federal agencies all over the country, including positions in: management analysis, investigations, personnel management, general administration, data processing (trainee), editorial and information services, adjudication and quasi-legal work, social services, budget and tax administration, contract and procurement, financial institution examining.

THOMAS E. POWER

Assistant Deputy Superintendent

HONORED

at the
SIXTH Annual Awards Ceremony

SELECTED by the Secretary of the Treasury for recognition at the Sixth Annual Awards Ceremony which took place in Washington on October 24th, our Mr. Thomas E. Power was honored for his outstanding contribution to the smooth transition of coinage operations from the old to the new Mint and received a MERITORIOUS SERVICE AWARD (the second highest Treasury Award).

Since Mr. Power was one of only three people from the Bureau chosen by the Secretary of the Treasury for recognition, and was one of only two of these three to receive the unusual MERITORIOUS SERVICE AWARD, our agency is justly proud of our Assistant Deputy Superintendent.

~~INI~~ In the Ceremony, Mr. Power was presented with the Award Certificate, bearing a silver embossed seal and the signature of the Secretary of the Treasury, David M. Kennedy; a green Treasury Department Meritorious Service Flag on a small gold desk stand, a silver medal and a small silver lapel pin.

GOOD ADVICE

The trouble with good advice is that it usually interferes with our plans.

H. E. MARTZ

The earth is degenerating these days. There are signs civilization is coming to an end. Bribery and corruption abound. Violence is everywhere. Children no longer respect and obey their parents.
(From Assyrian tablet circa 3000 B. C.)

a warm
WELCOME

to TWO new employees:

MR. GRANT A. HALLOCK
Accountant
in our Accounting Division

MR. WILLIAM T. DOUGHERTY
Machine Operator
in our Coining Division
(who has returned to the Mint after
military service in the U. S. Army)

WE are very happy to have these two new employees working with us!

.....
military service
LENGTH-OF-SERVICE AWARD PINS

WE are very happy to have these two new employees working with us!
CONGRATULATIONS
to

.....
three of our employees who earned award pins
for their length of service in the Federal Government this month. They are:

CARMEN J. CUPO 20 YEARS
Die Maker

LACIE ROBINSON 20 YEARS
Laborer

NATHANIEL J. RUSSELL 20 YEARS
Laborer
.....
CARMEN J. CUPO 20 YEARS
Die Maker

LACIE ROBINSON
VOTE for your choice -- BUT be sure
TO VOTE NOVEMBER 4

NATHANIEL J.
Laborer

VOTE for your choice
TO VOTE

THE
WAY

I SEE IT.....Dick Wolf

I suppose almost all employees have noticed that something new has been added to quite a few of our employees. **HARD HATS!!**

THE

Melting Platform
Rolling Bay
and
Coining Bay

are being designated as the "hard hat" areas and as soon as our program is completed no one will be permitted in these areas without the proper protective clothing.

ALL employees are reminded that the working areas are not to be used as thoroughfares to get from one side of the building to the other. The mezzanine or basement corridor is to be used for this purpose. in these areas without the proper protective clothing

ONLY authorized personnel will be allowed in the various departments in accordance with the Mint Security Regulations Section I, Item 5. I would like to take this opportunity to wish **all** employees a

**SAFE and HAPPY
THANKSGIVING**

ELECTRICIAN - Equipment Repairer #
WANTED URGENT

HAPPY
This Mint is in need of an Electrician-Equipment Repairer and IF you know anyone who would be interested in this job and IS a qualified Electrician, please get in touch with the **PERSONNEL OFFICE** immediately.

Call: 7-4706

#####

need of an Electrician-Equipment Repairer and IF you know anyone who would be interested in this job and IS a qualified Electrician, please get in touch with the **PERSONNEL OFFICE** immediately.

SIX MINT EMPLOYEES
RETIRE October 31, 1969

CHOOSING to take advantage of the recent increases in annuity allowances, and the new method of computing retirement annuities, six of our "tried and true" Mint employees elected to retire as of October 31, 1969. They are:

HYMAN A. FRIEDMAN,

Supervisory Chemist (Assayer), with over 35 years of Treasury Service and recipient of an Excepted Appointment (Presidential) from May 26, 1967;

JOSEPH A. CUNNINGHAM,

Maintenance General Foreman, with over 34 years of Treasury Service;

JOHN W. KLATT,

Process Weigh Foreman, with over 32 years of Treasury Service;

VIRGIL H. NEWMAN,

Counting, Reviewing and Weighing Foreman, with over 29 years of Treasury Service;

ANASTASIA B. GOWEN,

Personnel Management Specialist, with over 28 years of Treasury Service;

and,

NAOMI M. STRONG,

Occupational Health Nurse, also chose to retire. Naomi had over 23 years of Federal Service and has been employed in the Mint since September 26, 1965.

A GALLATIN AWARD was earned individually by:

MR. FRIEDMAN
MR. CUNNINGHAM
MR. KLATT
MR. NEWMAN

and

MRS. GOWEN

for having served so honorably and faithfully in the Treasury Department for more than 20 years.

ALL OF THEIR FELLOW EMPLOYEES certainly wish each one of these retiring friends many, many **HAPPY YEARS** ahead!

THEY will indeed be missed greatly but not forgotten, for as Robert Burns truly wrote:

Should auld acquaintance be forgot,
And never brought to mind?

Should auld acquaintance be forgot,
And auld lang syne?

.....

We'll tak a cup o' kindness yet
For auld lang syne!

*
*

Emphasizes **RIGHTS** of EMPLOYEES

- upon their return to civilian duty

IN this important Bulletin, dated 9-18-69, the U. S. Civil Service Commission states: "It is essential that every manager and supervisor with an opportunity to influence what happens to these employees at any stage in the cycle be thoroughly acquainted with the employees' rights so they may be assured of all benefits due them."

The Bulletin then points out:

FIRST, that managers and supervisors must recognize that an employee's military service is regarded as an EXTENSION of his civilian service and must be given appropriate credit ALL THE TIME he is away. This means that an employee in the armed forces is entitled to consideration not only for promotions for which he was eligible BEFORE entering the armed forces but also for any promotions for which he becomes eligible while AWAY in the military service--just as he would have been considered for such promotions had he remained on the job.

(Reference: section 1-5 of FPM chapter 337.)

SECOND, managers and supervisors also must remember (because of the special provision), that an employee who enters military service while undergoing a prescribed course of training CAN BE promoted in absentia without finishing his training IF he has substantially completed the prescribed training and has demonstrated satisfactorily to his agency that he has the ability to perform the duties of the higher grade job for which he was being trained.

(Reference: section 1-5 of FPM chapter 337.)

(continued)

THIRD, although an employee's basic entitlement is to be returned to the position he left, or to one he was promoted to in absentia IF he is qualified and applicable requirements of the agency's merit promotion program are met, he CAN BE given a higher grade position. In order to do this, however, a supervisor must be careful to give the employee FULL CREDIT for his military experience--either crediting it as a continuation of his civilian service or crediting it on its own merits (whichever will be to the employee's greater benefit).

(Reference: section 1-5 of FPM chapter 337.)

FURTHER, if an agency is satisfied that an employee can perform the duties of a position for which he does not meet established qualification requirements, at the agency's request, the Commission will consider WAIVING these requirements.

(Reference: section 4-3 of FPM chapter 338.)

FOURTH, the employee should be put back on the job as soon as he is ready to report(although regulations say agencies are only obliged to restore him within thirty days after his application is received).

FIFTH, supervisors must do ALL which CAN BE DONE for employees who return from military to civilian duty--not just the minimum required by law and regulation. The rights of these employees must be fully protected and they must not lose ground in their jobs because they were away performing duty in the armed forces.

* BUY STOCK IN AMERICA *

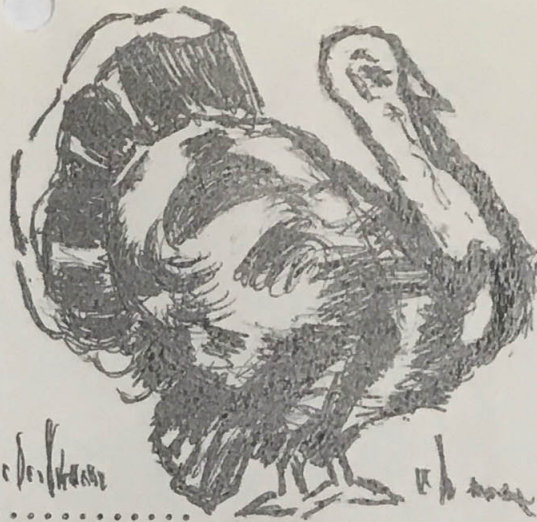
*

* It's YOUR America. *

* INVEST in it regularly *

* through *

* OUR PAYROLL SAVINGS PLAN ! *



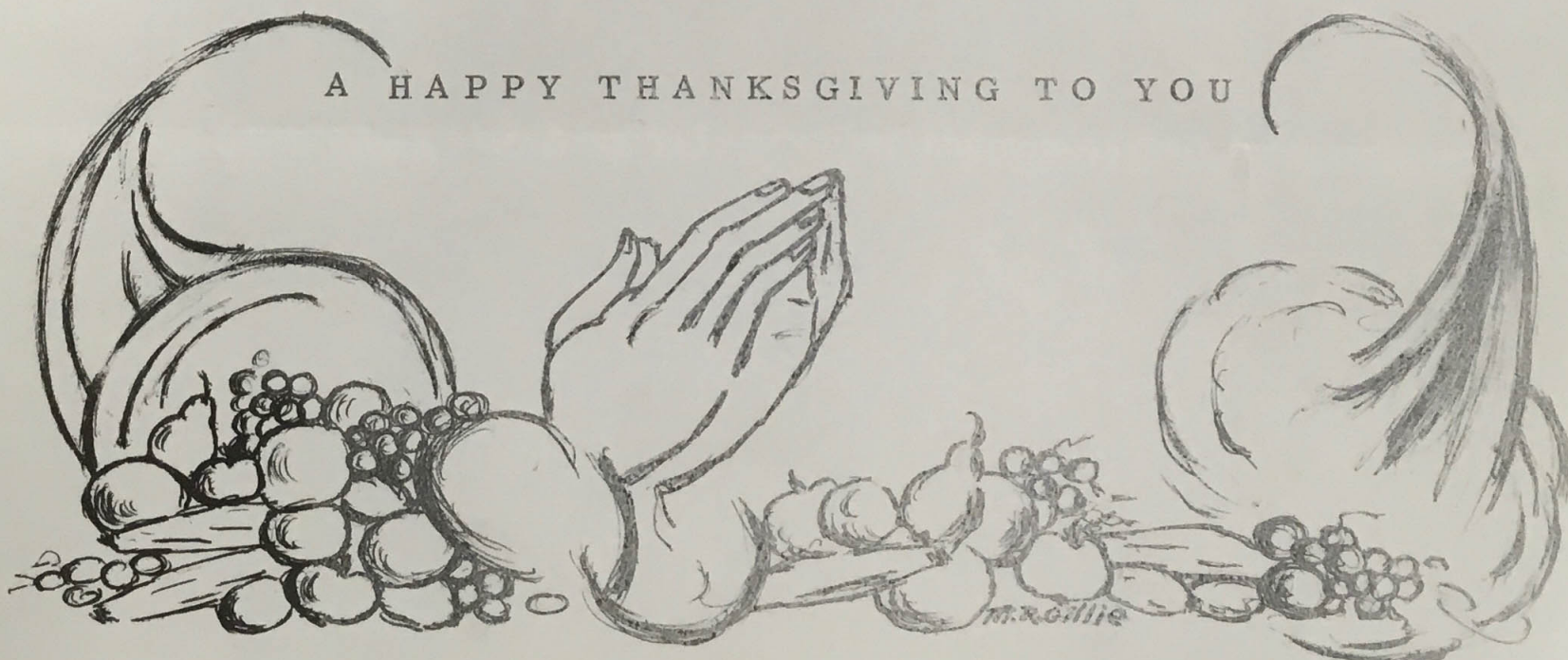
the bird *the turkey*

Dear the people coming home,
Dear glad faces long away,
Dear the merry cries, and dear
All the glad and happy play.
Dear the thanks, too, that we give
For all of this, Thanksgiving Day.

.....

--Harriet Prescott Spofford

A HAPPY THANKSGIVING TO YOU



THE MINT

AT PHILADELPHIA

VOLUME VII, NO. II

NOVEMBER 1969

A **** TASTY *** BIT OF NEWS

ON or ABOUT December 8th, reports WILLIAM CHAMBERS, President of our SUNSHINE FUND, there will be a

tender,, juicy,, plump
TURKEY

for each employee of the MINT.

CREDIT for this Xmas goodie can be attributed to the work of the following members of the SUNSHINE FUND:

WILLIAM E. CHAMBERS
President

STEPHANIE A. BEDNARIK
Vice-President

ALICE K. JUENGER
Treasurer

PETER N. HANSEN
CHARLES E. RILEY
Directors

Although your turkey will be in a plastic bag, please bring a shopping bag to tote your bird home. NOTE: distribution points will be posted a few days beforehand.

A ROUND OF APPLAUSE....

for our very thoughtful SUNSHINE FUND!

Little boys like soldiers. Little girls like
dolls.

Big girls like soldiers. Big boys like dolls.

IT'S THE LAW

Now in effect, and signed into law by President Nixon, the liberalized retirement bill includes the following notable features:

- * Annuities are now computed on the basis of the employee's high-3-year average salary instead of on the high-5.
- * Unused sick leave at the time of retirement will be credited for additional length of service, with each 22 days of sick leave counting as 1 month of additional service. NOTE: Unused sick leave cannot be used to retire earlier. The former retirement age requirements remain unchanged. Unused sick leave can be credited at the time of retirement for the purpose of increasing annuities only.
- * A 1% increase is added to the amount of each cost-of-living increase in annuities.

SURVIVOR BENEFITS

- * CHILD survivor benefits are increased to \$75 a month for a child with one parent dead; \$90 if BOTH parents are dead. This amount is subject to cost-of-living adjustments, along with annuities.
- * Survivors of a deceased employee will be eligible for benefits after only 18 months of service by the employee instead of the former minimum of 5 years of service.
- * Surviving spouses of deceased employees who retire on disability will be guaranteed 55% of the annuities spouses were receiving.
- * Widows of employees who died or retired before July 18, 1966, who remarry past age of 60 will continue to receive their annuities.
- * Employees will pay 7% of their salaries into the retirement fund instead of the former 6-1/2% -- beginning January 1, 1970.

THE FOLLOWING

is a copy of a letter which Mr. Theodore was pleased to receive from the Director of the Mint.....

November 14, 1969

Mr. Nicholas Theodore, Superintendent
United States Mint
Independence Mall
Philadelphia, Pennsylvania 19106

Dear Mr. Theodore:

I just can't tell you how everyone has commented on the thrilling trip to the Philadelphia Mint. . .it was an exciting experience for all of the newspaper women and Cabinet and Congressional wives as well as for my own staff.

You and your staff did an outstanding job preparing for the two bus loads of women and everything was just perfect. All of the personnel at the Mint handled the onslaught of press and women visitors with great courtesy and efficiency.

Many thanks for assisting my staff in their efforts to make this a memorable day for the American Newspaper Women's Club. The favorable impression thus created will be a great asset to us in our relations with the newspaper women.

We may do something like this again in the future.

Sincerely,

/S/ Mary Brooks

Mary Brooks

MB:ms

...for ALL Americans

President Nixon's

EXECUTIVE ORDER 11478

Gives

NEW Directions for EEO PROGRAM

As stated by Robert E. Hampton, Chairman, U.S. Civil Service Commission, "For the first time in an Executive Order the responsibilities of Federal department and agency heads for affirmative action in equal employment opportunity are clearly enunciated. The Order emphasizes the integral relationship of equal opportunity and personnel management in the employment, development, advancement, and treatment of civilian employees of the Federal Government."

In a memorandum announcing the new Order to the heads of departments and agencies, President Nixon declared, "No more serious task challenges our Nation domestically than the achievement of equality of opportunity for all our citizens in every aspect of their lives regardless of their race, color, religion, national origin, or sex. This includes the opportunity for all persons, with full recognition of their dignity as individuals, to seek and to achieve their highest potential and productivity in employment situations. Discrimination of any kind based on factors not relevant to job performance must be eradicated completely from Federal employment."

The new program directions are based on a Civil Service Commission review of Governmentwide progress in equal employment opportunity. The President had requested the Commission to make the review and report to him on recommendations for change in program policies and practices. And in the same memorandum, President Nixon emphasized several points in Chairman Hampton's report:

1-The heads of Federal departments or agencies and all agency executives are responsible for assuring EEO in their organizations.

2-EEO must become an integral part of the day-to-day management of Federal agencies, be interwoven with every action which has an effect on employees.

3-We must assure the best possible utilization of the skills and potential of the present workforce--while continuing to search out qualified personnel from all segments of our population. Employees must have maximum opportunity to improve their skills so they can qualify for advancement.

4-Those who have potential to serve at the supervisory level and above should be identified and given the opportunity to develop to their fullest capability.

5-Special efforts must be made to assure that opportunities at the professional levels are made known to men and women of all races, religions, and ethnic backgrounds so that positions of leadership in the future can be assumed by persons from all segments of our population.

6-Supervisors' performance must in every way support equality of opportunity for all employees; and agency heads must make sure that each manager and supervisor understands and implements the objective of the EEO program.

7-In addition, the Government, as a responsible employer, must hold out a helping hand and provide special employment and training programs to those who are economically or educationally disadvantaged so that these persons can become useful and productive members of our society.

President Nixon has assigned the Civil Service Commission continuing leadership responsibility for the Governmentwide EEO program.

Each achievement, like each inn, is only a point along the road. The real goodness of living comes with the journey itself, with the striving and desire to keep moving.

--Maurice Maeterlinck

SORRY...

EIGHT (not SIX) MINT EMPLOYEES
RETIRE on October 31, 1969

TOO LATE to be named in our October issue, but just in time to also take advantage of the benefits accorded to those employees retiring as of October 31st, two other Mint "old timers" CHOSE to retire on that eventful date. They are:

ALFONSO D'AGOSTINO

Laborer, who had over 27 years of Federal Service and who transferred to the Mint from the Naval Air Engineering Center on August 19, 1964;

and,

JOSEPH IRRERA, JR.

Machinist, who had over 26 years of Federal Service. Joseph originally entered on duty in our Mint on March 18, 1957. Prior to that time, he had worked at the Marine Corps Depot of Supplies and the Naval Air Material Center.

SO, let's "tak" another "cup o' kindness yet for auld lang syne"...

and fondly wish both
of these very good friends
of ours many, many years of
HAPPY retirement.

*

They, too, will be greatly
missed--but, assuredly, not forgotten!

Save when you are young. The years will pass swiftly. Then, when you find yourself well on, you'll also find yourself well off.

-- John D. Rockefeller

SAVE with U. S. SAVINGS BONDS
...increase your Bond allotment TODAY!

WELCOME

to TWO new employees

MR. GENEROSO J. FOGLIA
and

MR. JOHN J. O'ROURKE

Guards

in our Safety & Security Division

WE are very happy to have these new employees working with us!

Trained and Certified by the U.S.C.S.C.

LOREE LEGION

named as

SECOND E.E.O. COUNSELOR

MRS. LOREE LEGION, a Sewer in the Coining Division has been selected as the second Equal Employment Counselor for the Philadelphia Mint. As explained in our May issue, the job of the EEO counselors is to establish an open and sympathetic channel through which employees may raise questions, discuss grievances, get answers and, on an informal basis, resolve problems pertaining to equal employment opportunity. Primarily, our EEO counselors are responsible for trying to clear up employee problems by discussing them with the employees and their supervisors.

.....

When I was a boy of fourteen, my father was so ignorant I could hardly stand to have the old man around. But when I got to be 21, I was astounded at how much the old man had learned in 7 years.

--Mark Twain

PROMOTIONS

ADMINISTRATIVE OFFICE:

Personnel Division
Health Unit

CAROLYN KEEFER
to Occupational Health Nurse, GS-09

OPERATIONS OFFICE:

Research & Development Division

THOMAS R. KING
to Electronics Technician, GS-05

LENGTH-OF-SERVICE AWARD PINS

CONGRATULATIONS

to

three of our employees who earned award pins
for their length of service in the Federal Govern-
ment this month. They are:

JOHN T. CURRAN *	35	YEARS
Guard		

JAMES E. MOODY	30	YEARS
Ingot Melting Lead Foreman		

THOMAS J. PALUMBO	20	YEARS
Die Maker		

* MR. CURRAN was the only Philadelphia Mint
employee who earned a 35-yr. length-of-service
award pin this year. Good show, Johnny!

AFGE LOCAL 1023

is now permanently situated
in ROOM 235

HOW employee complaints
are to be HANDLED under the
Federal Merit Promotion Policy

In this letter, the U. S. Civil Service Com-
mission clarifies two points concerning the
handling of complaints under the new Federal
Promotion Policy:

FIRST: By the agency

If an employee questions or complains about
-- the promotion program
-- a specific promotion action

the agency should provide the employee with
any appropriate information or explanation.
If an employee submits a formal complaint, it
is to be processed

- under applicable grievance procedures
(including procedures negotiated with
employee organizations)
- under the civil service regulations
governing the handling of EEO com-
plaints.

SECOND: By the Commission

There is no appeal to the Commission on pro-
motion actions. However, the Commission will
investigate an employee allegation that

- a complaint has not been handled in
accordance with established proce-
dures
- there has been undue delay in taking
action on a complaint.

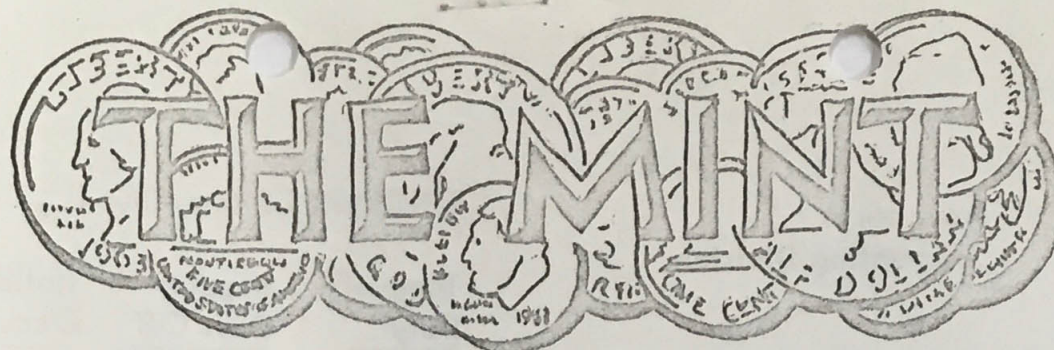
The Commission may initiate an investigation
of a complaint if there is a factual showing
that a basic requirement of the Federal Merit
Promotion Policy or the agency's promotion
program has been violated. And, any com-
plaint that the Commission receives will be
used as a possible lead to program correction.

NOT A MATTER OF COMPLAINT:

1-failure to be selected for promotion
when proper promotion procedures are used,
that is, nonselection from a group of properly
ranked and certified candidates;

2-an action required to be taken by an
agency under provisions of statute or instruc-
tions of the Commission.

.....



VOLUME VII, NO. 12

AT PHILADELPHIA

December 1969

Dear Fellow Employees:

The Holiday Season is upon us and it brings
the advent of the new year.

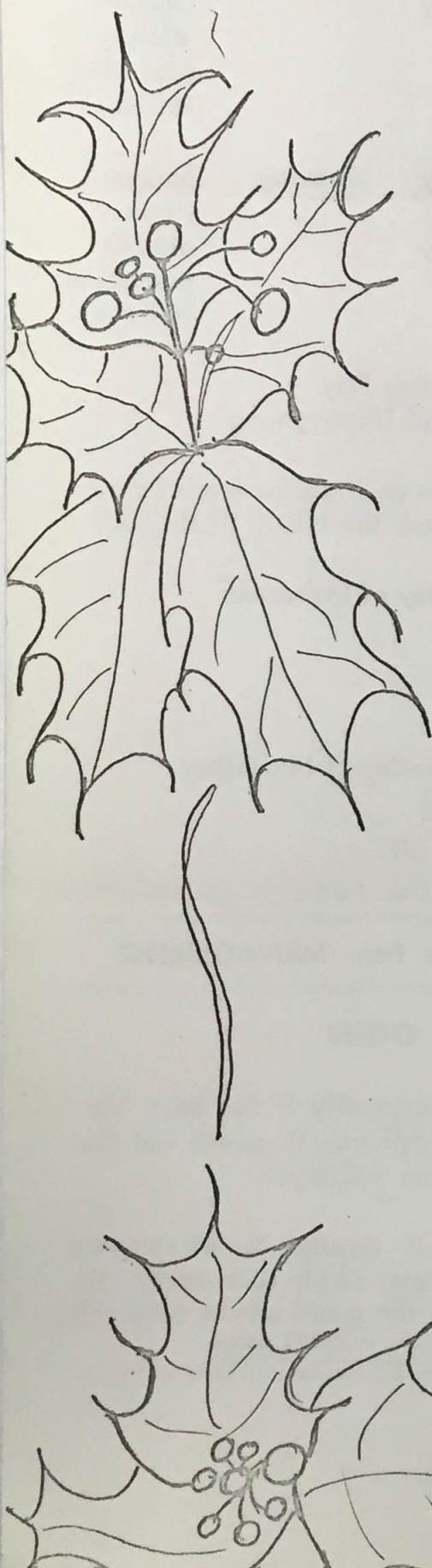
I feel that you can look back with pride at the
achievements made during 1969.

There is still much more to be accomplished
and I know that with the enthusiasm expressed by all
of you, we can expect a banner year in 1970.

I should like to take this opportunity to extend
to you and your loved ones best wishes for a Very Merry
Christmas and a Happy New Year.

Sincerest wishes,

Nicholas G. Theodore
Superintendent



all about HOLIDAYS

When determining a HOLIDAY, in the interest of uniformity, it is the policy of the Bureau of the Mint to treat an employee's

- first day off as his SUNDAY
- second day off as his SATURDAY

For employees whose days off are SUNDAY and SATURDAY, holidays are determined as follows:

--whenever a holiday occurs on a SUNDAY, employees are excused from work on the following workday -- Monday.

--whenever a holiday occurs on a SATURDAY, employees are excused from work on the pre-
ceding workday -- Friday.

IRREGULAR TOUR OF DUTY

For employees who work an irregular tour of duty (other than SUNDAY and SATURDAY off) holidays are determined as follows:

--whenever a holiday falls on an employee's SUNDAY, he will have the first regularly-
scheduled workday off following his SUNDAY.

--whenever a holiday falls on an employee's SATURDAY, he will have the first regularly-
scheduled workday off prior to his SATURDAY.

EXAMPLES:

<u>Tours of Duty</u>	<u>Regular Days Off</u>	<u>Holiday Occurs</u>	<u>Your Holiday</u>
Tues. thru Sat.	Sunday Monday (SAT.)	<u>Sunday</u>	Tuesday

(continued)

EXAMPLES (continued)

<u>Tours of Duty</u>	<u>Regular Days Off</u>	<u>Holiday Occurs</u>	<u>Your Holiday</u>
Tues. thru Sat.	Sunday Monday (SAT.)	<u>Monday</u>	Saturday (imme- diately preceding Holiday)
Wed. thru Sun.	Monday (SUN.) Tuesday (SAT.)	<u>Tuesday</u>	Sunday (imme- diately preceding Holiday)

EXCEPTION: Labor Day
and Thanksgiving

Employees who have an irregular tour of duty are excused from work the NEXT WORKDAY whenever

- the first Monday of September
(Labor Day)

or

- the fourth Thursday of November
(Thanksgiving)

falls on their day off.

=====

To ALL Employees from MANAGEMENT

=====

TO EACH HIS OWN

IN THE PAST, occasionally it has been the practice for one employee to punch out the time card of another employee.

IN THE FUTURE, if anyone is observed punching out someone else's time card, he will be reported by the guard and be subject to one week's suspension without pay.

=====

YOU and INCENTIVE AWARDS...

APPRECIATION and Congratulations!

A personal "Thank You" from
PRESIDENT NIXON

On October 29th, President Nixon issued a statement in which he thanked all Federal employees for their superior work performance and their constructive ideas for economy during fiscal year 1969. Via the desks of Robert E. Hampton, Chairman of the U. S. Civil Service Commission, David M. Kennedy, Secretary of the Treasury, Mary Brooks, Director of the Mint, and our Superintendent, Nicholas G. Theodore, it is now reproduced --in its entirety--for your information:

THE WHITE HOUSE

Washington

October 29, 1969

In the last fiscal year more employees than ever before received awards for their superior work and for their constructive suggestions to improve Government operations. A new record was set by the \$195 million in benefits from employee ideas that saved man-hours, conserved supplies and reduced costs.

These outstanding results could not have been achieved without teamwork and extra effort by many people at many levels of our Federal organizations. I am delighted to send a hearty and very personal "Thank You!" to everyone in Government for their contributions to this record.

In many areas of importance to our citizens, the Government must carry out new functions and achieve new or more demanding objectives. It is crucial that we search constantly for the most economical, the most efficient, and the most effective procedures to carry out these missions.

I deeply appreciate your help in this effort. I am confident that we will continue to improve this record of achievement.

(signed) Richard Nixon

Congratulations from
ROBERT E. HAMPTON

In transmitting the President's statement to Heads of Executive Departments and Agencies, Robert E. Hampton wrote (on October 31st):

(continued)

Congratulations from
ROBERT E. HAMPTON

(continued)

"I send my warm congratulations on your employees' achievements,
and my best wishes for an outstanding record during this fiscal year."

An expression of justifiable pride
and keen interest from
DAVID M. KENNEDY

In his Administrative Bulletin to Heads of Bureau, Department of the Treasury, dated November 21st, David M. Kennedy stated:

..."A recently released report from the Civil Service Commission showed Treasury to be one of the leading civilian agencies in achieving these dollar benefits through our suggestion program. Our total measurable benefits were \$2,305,692, approximately 40% greater than last year.

Our record is a good one and one in which we all can take pride, but we dare not rest on what we did last year. If we do, our accomplishment will surely lag."...

Secretary Kennedy also pointed out in this Administrative Bulletin:

"I believe that every supervisor and manager who bears the responsibility for reviewing and appraising the accomplishments of others, whether it be of one individual or of an entire organization, likewise bears the responsibility for recognizing and encouraging those who excel on a systematic basis."

And, he requested that all Treasury employees be advised:

..."of my interest in and strong endorsement of the Incentive Awards Program."

A message of delight, challenge, and support from
MARY BROOKS

In her letter of December 10th, to Mr. Theodore, our Director, Mary Brooks, wrote:

..."I am very proud of your contribution to this record. Twice the Mint has ranked first in the Department in the category of superior work performance; and, during the last three fiscal years alone we have realized measurable savings from employee suggestions totaling more than \$234,000.

I am challenging you to improve this fine record during the next year...
...You may count on my wholehearted support and assistance in this endeavor."

CIVIL SERVICE NOTES

The Civil Service Commission has issued guidelines for employee conduct in connection with public protest events. Designation of a day by a private group as a day for discussions, protests, or nonwork, has no effect, insofar as the Federal Government is concerned, on a normal Government business day. Government employees are expected to report for duty and perform their work on such a designated day as on any other regular workday. Regular, normal leave policies are in effect on such a day. IF an employee requests annual leave on that day (or leave without pay if he is not entitled to annual leave) and IF his services can be spared, annual leave may be granted. The purpose for which the leave is requested is not generally material. There is NO liberal or lenient leave policy for a day of this type and IF the services of the employee are needed on that day, the request for leave may be properly denied just as it may be denied on any other regular workday. Leave abuse occurring on such a day will be treated in the usual manner.

In the case of most employees, there is no objection to attendance at meetings, discussion groups, or rallies intended to promote whatever event or protest the day is focused on. Employees may sign or circulate petitions relating to the event or protest. In every case, such action by an employee must be done on his own time and under his own responsibility. The employee is responsible for his personal conduct IF adverse notoriety or an arrest results from meetings or events become disorderly to the point where violations of law occur. Improper conduct may result in disciplinary action for SUCH conduct.

The wearing of peace buttons, armbands, and other insignia supporting or promoting the protest or event while on duty is objectionable ONLY if, in doing so, the work environment is disturbed, the agency has a particular rule that would be violated, or the employee's position is of a type that the wearing of the button or insignia would conflict with his official duties and responsibilities to support the policy protested against.

Hildrey E. Hulstine
Assistant Personnel Officer

LENGTH-of-SERVICE AWARD PINS

CONGRATULATIONS

to

five of our employees who earned award pins for their length of service in the Federal Government this month. They are:

ANDREW E. SLATER 25 YEARS
Ingot Melting Lead Foreman

GEORGE R. POWELL 20 YEARS
Coin Press Lead Foreman

WILLIE E. BOOKER 15 YEARS
Melter

(continued)

MARY R. BROGDEN 15 YEARS
Clerk

HARRY W. WALZER 15 YEARS
Roller

THANK YOU, so much!

BILL CHAMBERS, President of our SUNSHINE FUND, wishes to thank EACH and EVERYONE who so willingly and efficiently assisted in the highly-successful distribution of the turkeys on December 8th.

You're the greatest!

WELCOME

to 12 new employees

MR. CHARLES C. MAULL, JR.
Supply Clerk
in our Purchasing Division

MRS. MATTIE I. BEY
MR. EDWARD C. HAWES
MR. OTIS S. MACKEY
MR. JOE L. BOOZER
Janitors
in our Building & Mechanical Division -
Custodial Unit

MR. BENJAMIN DAVIS
MR. LINWOOD H. HARRIS
MR. THOMAS L. STEPHANO
MR. ANGELO VALENTINI
Helpers, General
in our Coining Division

MR. BERNARD CALDWELL
Machine Operator
in our Coining Division

MRS. MARGARET E. GARLANGER
Position Classification Specialist
in our Personnel Division

MISS DOROTHY L. FIEN
Occupational Health Nurse
in our Personnel Division - Health Unit

WE are very happy to have these 12 new employees working with us!

RELATIVITY

When a man sits with a pretty girl for an hour, it seems like a minute. But let him sit on a hot stove for a minute and it's longer than any hour. That's relativity.

-- ALBERT EINSTEIN

INTEREST on BONDS
INCREASED to 5%

President Nixon has signed legislation increasing the interest rate on U. S. Savings Bonds from 4.25% to 5%, retroactive to last June 1.

This means that E Bonds will mature in 5 years and 10 months; H Bonds, in 10 years.

All outstanding E and H Bonds will enjoy the same benefit from the new rate, beginning with the first semi-annual interest period which started on or after June 1, 1969.

The present 5% rate on FREEDOM SHARES will continue unchanged until they are removed from sale a little less than 6 months from now.

TAKE ADVANTAGE of this increase in interest rate and
BUY your U. S. SAVINGS BONDS now--
PUT your \$\$ to work TODAY!

PROMOTIONS

OPERATIONS OFFICE
Melting Division

ANTHONY J. GEONNOTTI
to Accounts Maintenance Clerk, GS 05
Coining Division

ANNA M. CHRISTINZIANO
to Cutting & Sewing Asst. Lead Foreman, WS 02

Building & Mechanical Division
Plumbing Shop Section - Maintenance Branch

ELERY C. BROWN
to Plumbing-Pipefitting Foreman, WS 10

Maintenance Branch - Utilities Unit

ARTHUR C. DI GIOVANNI, JR.
to Power Plant Controlman Foreman, WS 10

THE
WAY
I SEE IT.....Dick Wolf

AS I make my way around this building and, from time to time talk to some of the employees, I cannot help but get the feeling that a great many of our employees seem to be under the impression that the safety regulations which had been in effect at the old Mint do not apply here unless they are republished. This is not at all a fact. ALL safety regulations that were in effect in the past are still in effect and will be until rescinded or superseded.

I have also noticed that for some reason the doors to the stairwells are continually being propped open. It is of the utmost importance that all employees take it upon themselves to close these doors IF they are found OPEN. These stairwells are your life insurance in the event of fire. When any of these doors is open, the stairwell has the same action as a chimney and it will be useless in the event of fire.

If you see a stairwell door OPEN -- CLOSE IT.

One final thought I want to leave with you -- although we do try to make the working areas as safe as we can, it STILL remains the responsibility of the individual to keep his own safety foremost in his mind.

THINK BEFORE YOU ACT.

"In a profounder sense, since that which is good is better than that which is bad, no one could ever choose the bad, except through the inadvertent mistake of confusing it with the good."

from "The Wisdom and Ideas of PLATO"
by Eugene Freeman and David Appel

'69 or '70 ...

it's the same --

FREEDOM is the name of the game!

CODE OF ETHICS for GOVERNMENT SERVICE

EVERY ONE in government service, at all times, should:

PUT loyalty to the highest moral principles and to country above loyalty to persons, party, or Government department.

UPHOLD Constitution, laws, and legal regulations of the United States and all governments therein and never be a party to their evasion.

GIVE a full day's labor for a full day's pay; giving to the performance of his duties his earnest effort and best thought.

SEEK to find and employ more efficient and economical ways of getting tasks accomplished.

NEVER discriminate unfairly by the dispensing of special favors or privileges to anyone, whether for remuneration or not; and never accept, for himself or his family, favors or benefits under circumstances which might be construed by reasonable persons as influencing the performance of his Governmental duties.

MAKE no private promises of any kind binding upon the duties of office, since a Government employee has no private word which can be binding upon public duty.

ENGAGE in no business with the Government, either directly or indirectly, which is inconsistent with the conscientious performance of his Governmental duties.

NEVER use any information coming to him confidentially in the performance of Governmental duties as a means for making private profit.

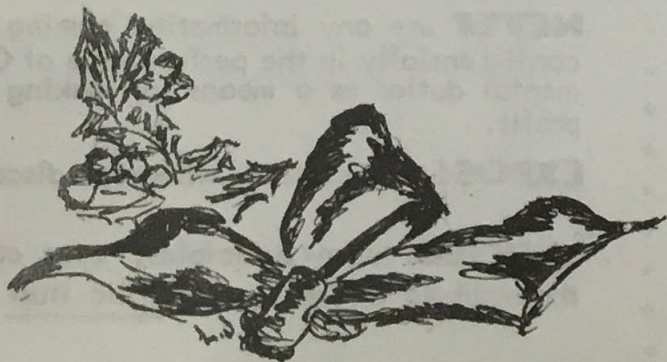
EXPOSE corruption wherever discovered.

UPHOLD these principles, ever conscious that public office is a public trust.



...
SO may the NEW YEAR
be a happy one to you,
happy to many more
whose happiness depends on you !
...

-- CHARLES DICKENS





VOLUME VIII, NO. 2

February 1970

February 19, 1970

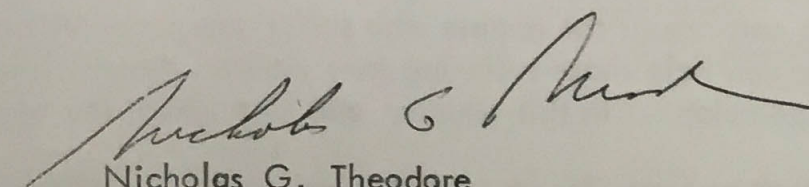
Dear Fellow Employees:

On behalf of the Director and the Assay Commission, I would like to thank all the employees for making the 1970 Assay Commission a success.

I appreciate the spirit and attitude evidenced by you while the commission members were within the building. I know the Commissioners were impressed and pleased, as were the people from the Bureau, New York and Denver.

It is important to realize that all of the employees participated and contributed to the success of the Commission and I want you to know that I am deeply grateful and proud of the fine job that was done.

Sincerely,


Nicholas G. Theodore
Superintendent

ANNUAL SICK LEAVE ROLL

Here is the annual list of those Mint employees with 1000 or more hours of sick leave to their credit as of January 10, 1970 -- the end of the 1969 Leave Year. WE CONGRATULATE those of you who have had the good fortune and good sense to accumulate so much leave insurance.

Frank Gasparro	2539	Nicholas Marandola	1566	Flavian Sanchez	1203
Daniel J. Costanzo	2498	John R. Craig, Jr.	1547	Fred Lindner	1200
Richard S. Wolf	2406	Walter J. Tempalski	1540	Thomas E. Power	1184
Willard L. Ainsworth	2325	Kenneth W. Grant	1517	Herman Vizner	1183
Elwood Bruce	2188	Ulysses Sullivan	1428	Samuel J. Dalessio	1171
John P. Lepping	2165	Edward Dewees	1417	Alfred Sylvester	1170
Lenard Brown	2155	James R. Beal	1395	G. N. Anderson	1168
Henry Frazier	2086	Hildrey E. Hulstine	1373	James H. Young	1160
Francis H. Breen	2037	Woodrow Amey	1352	George Johnson	1131
Francis J. Spizzirri	2014	Leonard Meyers	1351	Carmen M. Naddeo	1127
Harry Stern	1923	Clarence A. Miller	1344	James J. Kelly	1113
Edwin Kuehnle	1886	Walter Whitehouse	1298	John J. Fleischer	1113
Harry P. Landsiedel	1883	Daniel A. Gallagher	1297	William E. Clausen	1096
Carolyn Keefer	1863	Abraham Schwartz	1291	Frank E. Campbell	1093
Andrew E. Slater	1813	Evelyn N. Cruce	1255	Fredrick C. Ernst	1077
Dominick V. Fischett	1798	Thomas Robitaille	1209	Thomas Walsh	1075
Sidney Rosendorn	1689	Walter Christensen	1205	Frank Scott	1052
Allen H. Timmons	1664	Gerald Tempesta	1204	John F. Grinnan	1028
				Salvatore J. Danna	1023

YOUR CHANCE TO HELP

ON MARCH 1, the Mint will once again conduct the COMBINED FEDERAL CAMPAIGN for the NATIONAL HEALTH AGENCIES and the INTERNATIONAL SERVICE AGENCIES.

The services provided by these agencies are vital to the citizens in this country and people of other nations. Through the NATIONAL HEALTH AGENCIES, progress is made in combating disease and alleviating suffering and pain. Millions of persons in underdeveloped countries all over the world are dependent upon the helping hand of the INTERNATIONAL SERVICE AGENCIES in their endeavor to LIVE both USEFUL and productive lives. These organizations help people in those countries to help themselves: THEIR EFFORTS promote the cause of human dignity and freedom.

GIVE your support to the great work which these agencies perform here and around the world. SHOW you care about the people who suffer now -- or will suffer in the future -- without the help you can give. You can help those suffering from cancer, mental illness, crippling diseases, blindness, starvation and desperation -- in this country and throughout the world.

GIVE generously when you receive your envelopes.

PROMOTIONS

OPERATIONS OFFICE Building & Mechanical Division

JAMES DeMARCO
to Furnace Builder, WG 10

GERALD A. KOEHLER
FRANK J. PELLEGRINO
ERNEST S. POPE
WILLIAM A. SPILLMAN
DANIEL J. WIEDENMANN
JOHN A. WEIR
all to Pipefitter-Equipment Repairer, WG 11

ROBERT DiGIOVANNI
JOHN J. GREEN
LOUIS KAUFMAN
JOHN W. LARKE, JR.
STANLEY F. LEPCZYK
JOSEPH A. McGUIGAN
SILVINO R. MENELLO
JOHN J. MILEWSKI
GEORGE J. SPARTA
LEE D. STRING
GEORGE H. TRANSUE
all to Machine Tool Operator, WG 08

ANTHONY E. FERRETTI
THOMAS A. SCARAZZA
both to Sheet Metal Mechanic, WG 11

Coining Division

CHARLES GILES
LOUIS JAMES
NATHANIEL J. RUSSELL
all to Helper, General, WG 05

Building & Mechanical Division (additional)

CHARLES H. SILL, JR.
to Scale Builder & Adjuster, WG 13

CARMEN M. NADDEO
to Maintenance General Foreman, WS 14

(continued)

PROMOTIONS (continued)

ADMINISTRATIVE OFFICE Accounting Division

AUGUSTINE A. ALBINO
to Cost Accountant, GS 12

EQUAL EMPLOYMENT OPPORTUNITY COMPLAINT PROCEDURES

An aggrieved employee who believes that he has been discriminated against because of race, color, religion, sex, or national origin, must first discuss the problem informally with an EEO Counselor--when he wishes to resolve the matter. The EEO Counselor will make whatever inquiry he believes necessary into the matter; seek a solution of the matter on an informal basis; counsel the aggrieved person concerning the merits of the matter; keep a record of his counselling activities and later submit a written report to the EEO Officer (with a copy to the aggrieved person) summarizing his actions and activities both to the Mint and the aggrieved person.

Counselors, insofar as practicable, shall conduct the interview with the aggrieved person not later than fifteen (15) working days after the date on which the matter was called to his attention. The EEO Counselor shall advise the aggrieved person in final interview of his right to file a complaint of discrimination with the Mint's EEO Officer IF the matter has not been resolved to his satisfaction. The EEO Counselor shall not reveal the identity of the aggrieved person who has come to him for consultation, except when authorized to do so by the aggrieved person, until the agency has accepted a complaint of discrimination from him.

MR. EDWARD V. O'SULLIVAN is the EEO Officer for the Bureau of the Mint in Washington, D.C.

MR. EDGAR J. SUITER is the EEO Officer at the Philadelphia Mint.

MRS. LOREE LEGION and MR. CHARLES RILEY are the EEO Counselors at the Philadelphia Mint.

WHEN INJURED AT WORK --
or KNOW YOUR COMPENSATION ACT

One of your benefits as a Mint employee is the Federal Employees' Compensation Act. This law has provided relief for injured Federal employees for over 50 years, since its enactment in 1916.

This law provides for compensation for disability and death, and for medical care for civilian employees and officials of the U.S. Government who suffer injuries "while in the performance of duty." It is, in effect, a valuable insurance program -- IF you know and understand how it works.

To receive the full benefit of this law, you MUST follow the procedures and rules of the Bureau of Employees' Compensation in the U.S. Department of Labor, Washington, D.C.

~~WHEN~~ INJURED AT ~~WORK~~:

- Make sure you report any injury immediately to your supervisor and obtain first aid at once.
- Make a written report of your injury promptly.

IF the injury was sustained at work, you are entitled to first aid and full medical care for the effects of your injury, including hospitalization, without cost to you. However, you MUST then use the Government facilities and designated hospitals.

~~REMEMBER~~ ... for free treatment
Philadelphia MINT employees must go to the:

U.S. Public Health Outpatient Clinic
225 Chestnut Street, Phila., Pa.

for treatment, or --when the Clinic is closed--to the:

Pennsylvania Hospital Outpatient Clinic
8th & Spruce Sts., Phila., Pa.

Emergency EYE cases may be referred to:
Wills Eye Hospital.

IF you elect to go to YOUR OWN PHYSICIAN or a HOSPITAL of YOUR OWN CHOOSING, then YOU will be responsible for the expense.

(continued)

IMPORTANT!

The Public Health Clinic is open from 8 a.m. to 4:30 p.m. daily. When it is closed (from 4:30 p.m. until 8 a.m. daily and on Saturdays, Sundays and Holidays), you should go to the Pennsylvania Hospital Clinic.

BE SURE, however, to take your MINT identification card with you--in order to obtain FREE treatment.

An injured employee must contact his official superior or the nurse on duty at the Mint as soon as possible for appropriate authorization for examination and/or treatment. No employee may issue an authorization on his own behalf. Nor may his supervisor issue an authorization for treatment if more than six months have elapsed since the employee's discharge from medical care. In such a case, the supervisor shall contact the Bureau of Employees' Compensation or the Mint nurse.

Employees are reminded that you cannot receive payment under Federal Health Benefits Plans for charges for service and supplies required as a result of occupational disease or injury for which any benefit is payable under workmen's compensation laws like the Federal Employees' Compensation Act.

For these reasons, it is important that you contact your supervisor and the nurse prior to getting any treatment or examinations for injuries received in the line of duty. MAKE SURE that you follow the proper procedure for FULL BENEFITS under the Federal Employees' Compensation Act.

INVESTMENT

...Something that enables a man with experience to get money and a man with money to get experience.

--BOSTON GLOBE

The Philadelphia Mint
AFGE LODGE 1023

REPORTS

...that this year, there was no opposition to any office....and that ALL officers will remain the same. A new office, however, has been established in Local 1023, SECOND VICE PRESIDENT. The added office is for night work only. It eliminates all Shop Stewards on night work and will enable our local to serve its members more swiftly and more efficiently.

Installation of officers was held at the National Office, 4742 N. Broad Street and refreshments and beverages were served as congratulations were extended to:

ELLISON HATTON, JR.
President

FRANK RICHARDSON
Vice President

JOHN BEDOIAN
Second Vice President

FRANCES STAFFORD
Secretary

FANNIE HARRISON
Assistant Secretary

VICTOR HIZER
Treasurer

DOUGLAS BURTON
Sergeant-at-Arms

The ceremony took place on February 22nd, at 2 p.m.

It may boil down to a little pill whether
or not the world comes to its right census.

--Current Comedy

The U. S. Civil Service Commission ANNOUNCES

a...ONE-TIME...

OPEN SEASON

for Federal Employees Group Life Insurance
MARCH 1 thru MARCH 31

A one-time Open Season for regular and optional life insurance under the Federal Employees Group Life Insurance Program is scheduled for the month of March 1970.

An employee who has waived his regular insurance will have a chance to cancel his waiver during the Open Season. An employee who has the regular insurance but NOT the optional insurance will be able to add the \$10,000 optional coverage, at new REDUCED premium rates, during the OPEN SEASON. These changes in coverage can be made without regard to age or condition of your health.

FULL official information on the OPEN SEASON will be given to ALL Mint employees shortly before MARCH 1, 1970.

MARY A. GALLAGHER
WILL RETIRE on March 6, 1970

Mary, a Sewer in our Coining Division, Cutting & Sewing Section, has chosen to retire on March 6th. Mary has over 16 years of Federal Civilian Service; she entered on duty at the Mint on February 8, 1960 and prior to that date, had worked for the Department of the Army, at the Philadelphia Quartermaster Depot.

WE certainly are wishing you, Mary, many, many years of **HAPPY RETIREMENT.** We'll surely miss YOU!

People differ. Some object to the fan dancer,
and others to the fan.

--Elizabeth W. Spalding in Bardstown
Kentucky Standard

OUR WELCOME

to 10 new employees

MR. RUFUS W. BROWN
Janitor
in our Building & Mechanical Division
Custodial Unit

MR. JOHN AMOROSI
MR. JOHN FISTER
MR. NICHOLAS J. FRANCESCO
MR. WILLIE C. WASHINGTON, JR.
Machine Operators
in our Coining Division

MR. HAROLD O. FIELDS
MR. RAYMOND W. HINES
MR. DONALD E. HUTCHINS
MR. FRED L. MASSINO
Helpers, General
in our Coining Division

MR. RAYMOND J. De BROEKERT
Machinist
in our Building & Mechanical Division

WE are very happy to have these 10 new employees working with us!

ADVANCE NOTICE from our HEALTH UNIT

FREE CHEST X-ray...for you...MARCH 31st

The MOBILE X-ray Unit, Health Service District #1, will be here on March 31st, to conduct (on a free and voluntary basis) a Chest X-ray Survey for Mint employees. FULL information as to the exact time and place will be posted before that date.

HOW
can you SAVE any money?

BUY U.S. SAVINGS BONDS
in our PAYROLL SAVINGS PLAN !

It's...so easy.....and.....so SURE.

BE WISE -- ENROLL TODAY

\$\$\$\$

LOCATION OF

\$\$\$\$\$\$

SUGGESTION BOXES

BASEMENT.....near Time Clocks
MEZZANINE...near Shipping Room
FIRST FLOOR...near Main Bulletin Board
SECOND FLOOR...near Storeroom

\$

Ruffles, ruffles, everywhere
Red, White and Blue--
The MINT Girl Guides
Are wearing new uniforms for you!

WHITE with Blue, on Stephie--
BLUE with White on the other three.
Sashes tied around their waists...
Look them over--and you will agree
Blouses, vests and matching skirts
Look "just great" on our

STEPHIE
FANNIE
CAROL
and
VICKIE

--We're proud of you!

LENGTH-OF-SERVICE AWARD PINS

CONGRATULATIONS to

three of our employees who earned award pins for their length of service in the Federal Government. They are:

ELMER W. FORTUNE	15	YEARS
Machine Operator		

JAMES E. HUGHES	15	YEARS
Weigher		

PAUL J. HARRISON	15	YEARS
Stamping Die Lead Foreman		

EDUCATION

The foundation of every state
is the education of its youth.

-- Diogenes

THE WAY

I SEE IT.....Dick Wolf

A write-up of the following incident was given to me by one of our employees and because of the cold weather, I feel it is worthy of passing along to all employees.

JUMPING car batteries to start a car is becoming common and is usually done in cold weather. Few people are aware of the hazards involved.

It seems that booster cables were used to start a car one morning. The cables were properly connected; however, as the last connection was made, the battery exploded. Battery debris and acid flew in every direction. Fortunately, because all exposed skin could be washed immediately, the only injury was a cut nose due to flying debris.

WHAT caused the explosion? Whenever a battery is charged, hydrogen gas is generated. A spark in or near the battery may explode this gas. The water in this battery was low--giving space for the gas to be trapped. This set the stage for the explosion.

HOW can we minimize this hazard?

1. A 6 volt battery should be used to start a car with a 6 volt battery.
A 12 volt battery should be used to start a car with a 12 volt battery.
2. IF the disabled car has a positive grounded electrical system, do NOT try to start it with jumpers unless the donor car also has a positive grounded electrical system OR the battery from the donor's car is disconnected completely. (The positive post on the battery is usually the larger of the two posts -- or it may have a cross stamped on it. IF the connection from this post is attached to the frame of the car, then the car is equipped with a positive grounded system.)
3. Use jumper cables with adequate current carrying capacity.
4. BEFORE jumper cables are attached, all electrical switches in the car to be started must be OFF (ignition, lights, heater, turn signals, etc.)...and the engine of the donor car must NOT be running.
5. REMOVE cell caps from BOTH batteries to vent the trapped gas.
6. Definitely determine which is the POSITIVE and which is the NEGATIVE terminal on each battery. THEN connect the jumper cables from (1) the positive terminal of the good battery to the positive of the weak battery, THEN (2) the negative terminal of the good battery to a good ground -- such as the block of the disabled car.
6. Clips on the jumper cables MUST BE biting into the battery terminals and the grounding spot to eliminate sparking.
7. Stand well away from both batteries while trying to start the car.
8. When finished (1) disconnect the negative jumper from the disabled car, THEN from the good battery; (2) disconnect the positive jumper from the disabled car, holding the clip in such a way that it will not touch either car, THEN disconnect the cable from the good battery.

JF
ame
vdc
cbr



THE MINT

AT PHILADELPHIA

VOLUME VIII, NO. 3

March 1970

"For, lo, the winter is past...The flowers appear on the earth..."

In answer to a **CHALLENGE...** a
SUPERIOR PERFORMANCE AWARD
(QUALITY STEP INCREASE)

for our Guard Supervisor (Captain of the Guard)
LOUIS R. FREDERICO

AFFABLE, courteous, dignified --yet firm and vigilant, Captain Frederico is a striking example of not only the impact of the man on the job but also of the impact of the man on the uniform. Serious manpower shortage has not deterred him; efficiently, he has maintained tight security at both Mint buildings in Philadelphia. And, due to his diplomatic and tactful supervision, morale remains high in our Security Section.

ENTERPRISING, as well as capable, Captain Frederico also has completed (on his own time) a correspondence course in safety supervision -- and, now, actively assists our Safety and Security Officer, Mr. Wolf, in keeping our Safety Program up to date. Furthermore, along with all of his other duties, he has accepted the added responsibility of being "back-up man" whenever Mr. Wolf is either on leave or away on official business.

Calm, cool, and collected, our Captain Frederico truly has earned his Superior Performance Award, not only because he is such an exemplary supervisor but, too, because he is so interested in seeing that our Mints and all of us are **SAFE** as well as **SECURE**.

PHILIP E. FOWLER

Sculptor and Engraver

WINS National Sculpture AWARD

"A thing of beauty is a joy forever," wrote the poet, John Keats--and our four sculptors and engravers are forever devoting their time and their talents to creating things of beauty, both in and out of the Mint. **OFTEN**, all four of them are honored or win prizes. Recently, it was PHILIP who won a national sculpture award in New York for his portrait of a child. He was the recipient of the Richard Portrait Prize, given by the National Sculpture Society.

CONGRATULATIONS to you, Philip!

IF you are an **ARTIST** --

BE SURE to enter your work
in the National Competition this year...
as a Federal employee, you are eligible

FEDERAL ARTISTS, inside and outside of the Washington metropolitan area, are eligible to enter the nationwide contest conducted **EACH** year by the Society of Federal Artists and Designers. Outstanding pieces of art and design entered in the contest have been displayed the past 2 years in the main lobby of the Civil Service Commission Building in Washington, D.C.

Detailed information on how, when and where you can enter this contest will be available in the near future.

DON'T OVERLOOK a "GOOD DEAL"

Complete a Standard Form 176
before APRIL 1, 1970

ONE-TIME OPEN SEASON

for FEGLI

closes MARCH 31st

DURING this one-time Open Season for FEGLI
you may

- enroll for regular insurance (if you have waived it)
- sign up for the \$10,000 additional optional insurance (if you have regular but declined optional)...NOW at new low rates!

Before it is too late to take advantage of this unusual offer, review the following facts about your low-cost Federal Employees Group LIFE Insurance:

DOUBLE INDEMNITY

BOTH regular and optional insurance pay double indemnity for ACCIDENTAL death --whether accidental death occurs either at work OR elsewhere.

DISMEMBERMENT PROTECTION

BOTH regular and optional insurance pay you certain benefits for accidental loss of a hand or a foot or loss of eyesight in either one or BOTH eyes -- whether such accidental LOSS occurs either at work or elsewhere.

IF YOU GO ON LEAVE OF ABSENCE

BOTH regular and optional insurance continue while you are on sick or annual leave with pay. Generally, BOTH will continue FREE for up to 12 months, should you go on leave without pay. HOWEVER, insurance does not continue while you are on active military duty--unless you are granted military leave with pay.

IF YOU LEAVE Government Service

You can CONVERT both regular and optional insurance to an INDIVIDUAL POLICY without medical examination or other evidence of good health.

(continued)

IF YOU RETIRE from Government Service

BOTH regular and optional insurance may be continued

--after you retire on an immediate annuity for disability

or

--after 12 years of service (at least 5 of which are civilian)

The REGULAR life insurance is continued FREE but you must pay for the OPTIONAL insurance UNTIL age 65 (if you retire before that age). When you are both 65 and retired, the optional insurance also is FREE.

When you retire at age 65 or over, or when you REACH age 65 (if you retire BEFORE that age) BOTH the regular and the optional life insurance reduce by 2% a month until a reduction of 75% is reached.

NOTE: Your double indemnity and also your dismemberment protection STOP when you retire. To continue the optional life insurance AFTER retirement, you must be eligible to continue the regular life insurance. IN ADDITION, you also must have had the optional insurance for ALL of your service during which it was available to you OR for the 12 years of service immediately before your retirement.

TIMELY REMINDER:

MAKE IT A "MUST" to check your OFFICIAL Personnel Folder periodically so that your DESIGNATION OF BENEFICIARY FOR FEGLI is current (Standard Form 54). Changes in family status (marriage, divorce, death, births, etc.) may require corresponding CHANGES in your Designation. Don't ever forget, your Designation of Beneficiary always is automatically canceled

--on the day you transfer to another agency (except by mass transfer)

--31 days after you cease to be insured

**UPON transferring to another government agency, you must immediately complete a new S. F. 54.

OUR WELCOME

to 15 new employees

MR. WILLIE I. ADAMS
MR. LARRY GRIFFIN
MR. LORENZO McEACHIN
MR. ALVIN J. STYER
MR. FRANK A. ARGENZIO
MR. BILLIE BAILEY
MR. FRANK DORING
MR. ANTHONY P. MASTROIANNI
MR. PAUL MOORE, JR.
MR. JOSEPH F. ZAPPO
MR. JOHN J. LOUGHLIN
Helpers, General
in our Coining Division

MR. ROBERT B. IRWIN
Pressman
in our Coining Division

MR. WILLIAM F. SMITH
Mechanical Engineering Technician
(Drafting)
in our Research & Development Division

MR. NORMAN L. WHITE
Janitor
in our Building & Mechanical Division
Custodial Unit

MR. CHARLES D. RICH
Machine Operator
in our Cash & Deposits Division

WE are very happy to have these 15 new employees working with us!

\$10 Million, PLEASE

Americans are often told they smoke too much, drink too much and drive too fast. But one thing we can't be called is ill-mannered, for each year Americans spend over \$10 million to include the word "please" in their telegrams.

\$

HOLIDAY

BONANZA -- for you!

ALL major holidays during 1970 will fall on either Saturday or Sunday -- which means, of course, an extra long weekend each time.

SO, make a note of these special events:

Memorial Day - Friday, May 29
Independence Day - Friday, July 3
Labor Day - Monday, September 7
Christmas - Friday, December 25
New Years Day - Friday, January 1

VETERANS DAY and THANKSGIVING DAY
will be celebrated on November 11 and 26, a
Wednesday and Thursday, respectively.

POSITION CLASSIFICATION REVIEW

The Personnel Division is now in the process of conducting a Mint-wide classification survey of ALL positions. In accordance with a pre-established priority listing, the first group to be surveyed will be the ungraded positions-- many of which have been completed. The remainder of these positions will be reviewed on a scheduled basis and in the priority order prescribed by the Bureau. Everything possible is being done to complete this project. Please bear with us until this work has been completed.

BON MOT

"Who does not befriend himself
by doing good?"

--Sophocles

EMPLOYEE DISCUSSION PANEL
DELEGATES and ALTERNATES

ACCOUNTING DIVISION

Delegate: Grant A. Hallock
Alternate: Anita B. McDaniels

ASSAY DIVISION

Delegate: Saul Silverman
Alternate: Joseph L. Speight

BUILDING & MECHANICAL DIVISION

Delegate: James DeMarco
Alternate: Needham S. Williams

CASH and DEPOSITS DIVISION

Delegate: Carol T. Lerner
Alternate: John S. J. Fuscillaro

COINING DIVISION

Delegates: Howard Founds
Elizabeth Fraley
Alternate: Robert L. Gold

ENGRAVING DIVISION

Delegate: Ronald G. Kohl
Alternate: Kenneth W. Grant

MELTING DIVISION

Delegate: Frank K. Richardson

PERSONNEL DIVISION

Delegate: Jane Perry
Alternate: Elizabeth T. Deery

RESEARCH and DEVELOPMENT DIVISION

Delegate: Thomas R. King

SAFETY and SECURITY DIVISION

Delegate: Edward E. Blosser

MANAGEMENT

Delegate: Olga K. Melko
Alternate: Eleanor Fedders

UNION

Delegate: Victor E. Hizer
Alternate: John J. Green

EEO

Delegate: Charles E. Riley
Alternate: Loree Legion

LENGTH-of-SERVICE AWARD PINS

CONGRATULATIONS

to

four of our employees who earned award pins for their length of service in the Federal Government. They are:

CHARLES E. RILEY 30 YEARS
Roller

WILLARD L. AINSWORTH 30 YEARS
Supervisory Production Controller (General)

FREDERICK R. WIDMAN 25 YEARS
Electrician-Equipment Repairer

MARY K. TAYLOR 15 YEARS
Janitor Leader

our HEALTH UNIT REPORTS

that due to mechanical troubles in the Mobile X-ray Unit, FREE CHEST X-rays for Mint employees have been postponed. Tentatively, the new date for the X-rays has been scheduled for JUNE 9th.

PROMOTIONS

BUILDING & MECHANICAL DIVISION

HUGO R. BUCCI
to Plumbing-Pipefitting Lead Foreman, WS 09

MELTING DIVISION

EDGAR J. SUITER
to Casting Machine Operator, WG 11

SAVE FIGHT INFLATION
regularly and successfully...

BUY U. S. SAVINGS BONDS
through our Payroll Savings Plan!

I SEE IT.....Dick Wolf

I don't think there is anyone in this Mint who will admit quicker than I will that there are many, many hazards waiting to trap us. They are being corrected slowly but surely; in the meantime, ALL of us MUST stay on the alert to prevent ourselves from being injured.

There are some things, however, that we ALL can help to eliminate and we don't have to wait for someone else to get the time to do it.

I am referring to the HOUSEKEEPING in the building. As I walk around the Mint, I see rags, paper, candy wrappers, cigarette butts, paper cups, pieces of wood, rubber bands, paper clips, boxes, parts, cigar stubs, burned matches and various other items THROWN or DROPPED

on top of...
behind...
beneath...
in front of...
and
around...

just about EVERYTHING in this building.

A FEW MINUTES of our time, a little cooperation and some good old-fashioned PRIDE in our place of work could work wonders in making the MINT a more pleasant place in which to work.

SAFETY RULES AND REGULATIONS

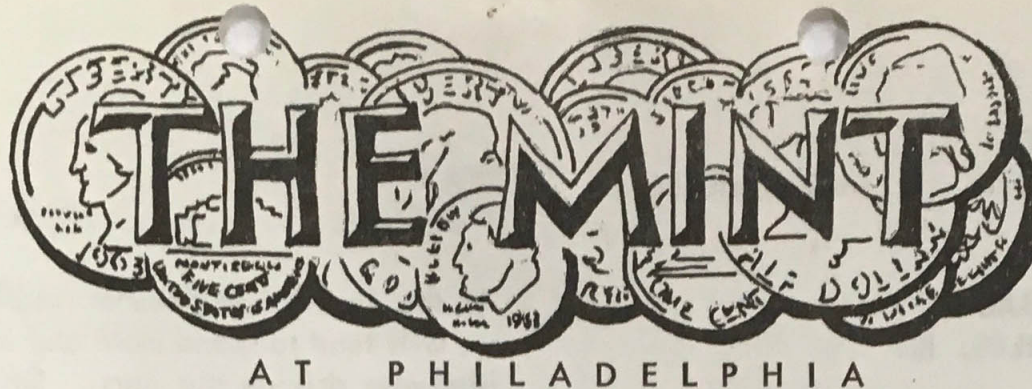
Philadelphia Mint Instructions #14, #15, #20, and any other safety rules and/or regulations currently in effect must be strictly enforced by supervisors and adhered to by all employees. Even though such instructions may have been written while at the old Mint, they are still in force and will continue to be so until they are superseded in writing.

ALL employees were issued copies of these instructions and it is requested they be reviewed for compliance.

SAFETY RULES AND REGULATIONS

Philadelphia Mint Instructions #14, #15, #20, and any other safety rules and/or regulations currently in effect must be strictly enforced by supervisors and adhered to by all employees. Even though such instructions may have been written while at the old Mint, they are still in force and will continue to be so until they are superseded in writing.

ALL employees were issued copies of these instructions and it is requested they be reviewed for compliance.



VOLUME VIII, NO. 4

April 1970

ARTISTS ...

information

on the nationwide contest for
FEDERAL ARTISTS

is now

YOURS -- for the asking!

DAN HILEMAN, President of the Society of Federal Artists and Designers has sent us some very interesting information about the Society, its aims, its liaison with the Civil Service Commission, its monthly publications and membership fees (YOU must be a member in order to compete in the annual art contest conducted by the Society).

A copy of the explanatory letter and the Membership Application form are available in the Personnel Office (Room 215). Just drop in and ask for them -- if you are interested in joining this unusual Society and in competing in its art contest.

\$ IN THE MERRY MONTH OF MAY \$

The 6% wage increase for Federal Classification Act employees was signed into law by President Nixon on April 15, 1970, retroactive to December 28, 1969. The FIRST PAY PERIOD reflecting the new rates will be determined when the salary tables are received. A separate check will be issued for the retroactive pay after the new rates have been calculated.

One wife's definition of retirement:
Twice as much husband on
half as much income.

RETIREMENT TIDBIT

RETIRED employees--or those who will retire before AUGUST 1--should note that the Consumer Price Index for February reached 132.5 (132.6 is all that is needed to set the stage for the automatic annuity rise of 4 percent or more).

SINCE the index nearly rose to 132.6 in February, it is likely that the necessary 132.6 figure not only will be attained but also will be surpassed and federal annuitants, therefore, probably will draw a HIGHER increase; i.e., it certainly appears that the index rise will amount to 4 percent or MORE. This percentage, in combination with the ADDITIONAL 1 percent awarded EACH TIME annuities are raised would add up to an annuity increase of 5 or more percent, effective August 1.

DEMOCRACY at WORK ...BILLS TO REMEMBER

THE following two noteworthy bills were introduced in the month of March 1970:

S. 3462--Stevens (R-Alaska), a bill to restrict contracts for services relating to the position of guards, elevator operators, messengers and custodians.

S. 3476--Inouye (D-Hawaii), a bill to permit a retired Federal employee to designate the spouse of a remarriage as recipient of a survivor annuity.

JOIN

NOW

our PAYROLL SAVINGS
PLAN

OUR WELCOME
to 8 new employees

MR. HANDY GAUSE
MR. JAMES MILES, JR.
Janitors
in our Building & Mechanical Division
Custodial Section

MR. RICHARD M. BOEGLY
MR. JOHN E. SMITH
Helpers, General

MR. CHARLES M. SOKOWSKI
Machine Operator

MR. JOHN R. PELLECCIA
Pressman
all in our Coining Division

MR. RICHARD J. BANNON
MR. CHARLES F. RODANO
Furnace Operators
in our Melting Division

WE are very happy to have these 8 new employees working with us!

Realtor to young couple: "The only house in your price range is now occupied by a family of robins!"

A gentleman is a man who is never unintentionally rude to any one.

FROM a movie ad in the New York Times:
"A movie for folks who appreciate the simple things -- SEX and FUN!"

YOUR BEST BET --
U. S. SAVINGS BONDS

THE
WAY
I SEE IT.....Dick Wolf

As the Spring and Summer weather approaches, we will tend to spend more and more time on the highways driving our cars. Several years ago, motor vehicle accidents forged to the front as the leader in claiming accident victims.

OUR Federal Government, the National Safety Council and the auto industry are all becoming more aware of this problem and are taking steps to decrease the death rate on our highways.

It does not matter how much safety we engineer into our roads and vehicles if the drivers themselves do not do their part. I suppose all of us feel that we are skillful drivers but I am sure there is room for improvement in all of us.

So, as the vacation time approaches, I remind each and every one to think and drive defensively. Do not become a highway statistic.

YOU and your
FEDERAL EMPLOYEES HEALTH BENEFITS

IF you have reached age 65...
you might want to mull over the following information from FPM Supplement 890-1:

"Employee reaches age 65. An employee who is enrolled in the high option of his plan may change to the low option of that same plan (but may not change plans) any time after he becomes eligible for the Social Security Medicare Program, i.e., after he reaches age 65."

The art of government has grown from its seeds in the tiny city-states of Greece to become the political mode of half the world. So let us dream of a world in which all states, great and small, work together for the peaceful flowering of the republic of man.

--Adlai Stevenson

In answer to a **CHALLENGE...**
SUGGESTION AWARDS
of \$25 EACH to

DOMINIC L. DELLANEVA

Die Setter, Coining Division
who designed a simple tool which will enable the
die setter to remove the plate on Columbia presses
without using knockout plugs, a copper bar, or
sledge hammer.

KENNETH W. GRANT

Heat Treater, Engraving Division

who suggested that a circular fixture be used
to insure that the downward flow of water is
directed on the outer area and evenly over the
face of each die thereby giving the die a uni-
formed hardness.

SAMUEL J. MASCI

Tool and Die Maker, Bldg. & Mech. Division
who suggested that a lock be installed on the
"start" switch on presses so that, when repairing
same, the "start" switch can be locked and the
"jog" switch used only.

\$

Keep those good suggestions coming in!

\$

LENGTH-OF-SERVICE AWARD PINS
CONGRATULATIONS to

two of our employees who earned award pins
for their length of service in the Federal Govern-
ment. They are:

BURKE R. COTTMAN *	15	YEARS
Machine Operator		

JAMES R. KOONCE	15	YEARS
Guard		

* All of Mr. Cottman's service has been acquired
at the Philadelphia Mint. And, please note:
CHARLES E. RILEY, Roller, who received a 30-
year pin last month, completed all of his service
in our Mint. Good work, fellows!

PROMOTIONS

CASH AND DEPOSITS DIVISION

ANN M. LARGE

to Clerk (Typing)

GS 05

COINING DIVISION

FRANCIS E. FOLK

to Count & Package Foreman

WS 07

EDWIN KUEHNLE

to Medal Production Foreman

WS 10

J. RUSSELL NOLL

to Medal Production Lead Fore-
man

WS 09

HENRY T. W. ORZECOWSKI

to Process Weigh Foreman

WS 07

ENGRAVING DIVISION

WILLIAM D. REICHERT

to Die Maker

WG 13

The only prize for safety is your life.

FRANK J. DEVINE

Rolling and Cutting Foreman, Coining Division

WILL RETIRE on MAY 30, 1970

Our Frank has chosen to retire on May 30th--with
over 32 years of service in the Philadelphia Mint!
Starting as a Helper (Emergency Appointment),
April 1935, Frank weathered furloughs, RIF's, a
stint in the U. S. Air Force and, in his own en-
ergetic way, moved up the line to become a Fore-
man in June 1966. No one knows much about
Frank -- but there isn't much that Frank doesn't
know. He's always where the action is! FOR
having served so honorably and faithfully in the
Treasury Department for over 20 years, Frank will
receive the Gallatin Award.

Our Mint won't roll along quite the same with-
out you, Frank: we'll miss you. Of course, we're
wishing you many, many years of "busy" and
happy retirement. P. S. Your boss, Darwin, says:
"Don't forget us either--when you have that clam
bake or fish fry!"

American Federation of Government Employees

United States Mint

Lodge #1023

OFFICER PERSONNEL

President
Vice President
Second Vice President
Secretary
Assistant Secretary
Treasurer
Sergeant-at-Arms

Ellison E. Hatton
Frank Richardson
John Bedoian
Frances Stafford
Fannie T. Harrison
Victor Hizer
Douglas P. Burton

Coining Division
Melting Division
Coining Division
Cash/Deposits Division
Cash/Deposits Division
Coining Division
Coining Division

EXECUTIVE OFFICERS

Frank Kordasiewicz
Leroy McKinney
Bernard McNamara
Domenic Marzulli

Engraving Division
Building/Mechanical Division
Building/Mechanical Division
Coining Division

SHOP STEWARDS

Building/Mechanical Division

Bernard McNamara	Machine Shop
William Spillman	Plumbing Shop
James DeMarco	Power Plant
Frederick Widman	Electrical Shop
Lacie Robinson	Custodial

Coining Division

Howard Founds	Press Room
Douglas Burton	Rolling/Cutting
Robert Gold	Counting
James Bryan	Process Weigh
James Young	Upsetting
Dorothy Robinson	Sewing Room

Accounting Division

Mattie E. Smith

Assay Division

Dorothy Saddler

Melting Division

Jeffery Williams
Coleman McCall

Cash/Deposits Division

John S. J. Fuscellaro

Engraving Division

Anthony Sciurca	Die Shop
John Giordano	Die Shop

UNION NEWS about CITY WAGE TAX Program.....from ELLISON E. HATTON, President

All persons interested in the Union's new City Wage Tax Program should submit their names and badge numbers to their shop stewards no later than April 27, 1970--Federal withholding to commence 7-1-70. For further information, contact Mr. Victor Hizer (Rolling & Cutting) or Mr. Willie Booker (Melting), Co-Chairmen of our City Wage Tax Program.



AT PHILADELPHIA

VOLUME VIII, NO. 5

MAY 1970

HARRY P. LANDSIEDEL
Industrial Engineer GS - 15

ABRAHAM SCHWARTZ
Mechanical Engineer GS - 14

CHOOSE EARLY RETIREMENT

The choice was theirs --and when our Research and Development Division was abolished due to the necessary reorganization of our new Mint--our two good friends and highly-skilled engineers elected to retire early from federal service.

Mr. Landsiedel retired on May 22, 1970, with over 29-1/2 years of dedicated federal civilian service to his credit. On August 21, 1966, he transferred to the U. S. Mint in Philadelphia, from the Naval Air Test Facility (SI), Naval Air Station, Lakehurst, N.J. Along with his organizational title of Assistant Superintendent, Mr. Landsiedel was given also the task of completing our new Mint by August 14, 1969. Primarily due to his strenuous and courageous efforts, his all-around engineering know-how, and his outstanding executive ability, our Mint opened precisely on the scheduled date.

Mr. Schwartz will retire on May 26, 1970, and, on that date, he will have 34 years and 9 months of distinguished Federal civilian service chalked up to his record exactly. He transferred to the Mint on November 27, 1966, from the Philadelphia Naval Base (NAEC) to assist Mr. Landsiedel in building and completing our new Mint.

(continued)

WE fondly wish both of you, HARRY and ABE, many, many years of fruitful early retirement. Miss you greatly, we shall--but the Mint you both gave of your knowledge and of your untiring efforts to build will constantly remind all of us that we were fortunate, indeed, to have had you with us for these past 4 history-making years.

NEW COMMEMORATIVE MEDAL ISSUED

A national commemorative medal, American Fisheries Society Centennial, by Act of Congress, was designed in our Engraving Division and manufactured by our Coining Division and is now on sale. The 1-9/16" medal commemorates the founding of the American Fisheries Society on December 20, 1870, and is in honor of the oldest natural resources conservation organization in the Western Hemisphere. The obverse design (North America) is by our Philip Fowler; the reverse design (fishes), by our Edgar Steever.

The medal (in either silver or bronze) can be purchased from:

American Fisheries Society
1040 Washington Building
Washington, D. C. 20005

Today the U. S. government employs more than 700,000 women. The first women to become federal government employees were Sarah Waldrake and Rachael Summers. They were employed in 1795 by the Philadelphia mint. Working as adjusters to weigh gold coins, they earned 50 cents a day.

OUR
WELCOME

to 4 new employees

MR. WILLIAM E. WALKER
Casting Machine Operator
in our Melting Division

MR. JOSEPH F. LENNON
MR. PHILIP B. OWENS
Janitors
in our Building & Mechanical Division
Custodial Section

MR. LAURENCE J. O'BRIEN
Pipefitter-Equipment Repairer
in our Building & Mechanical Division

WE are very happy to have these 4 new employees working with us!

PERSISTENCE

Nothing in the world
can take the place of persistence.
Talent will not;
nothing is more common than
unsuccessful men with talent.
Genius will not;
unrewarded genius is almost a proverb.
Education will not;
the world is full of educated derelicts.
Persistence and determination
alone are omnipotent.
The slogan 'Press On' has solved
and always will solve
the problems of the human race.

--CALVIN COOLIDGE

FREE CHEST X-rays
RESCHEDULED for
TUESDAY - JUNE 9, 1970

The Chest X-ray Survey Mobile Unit originally scheduled for March 31 and subsequently postponed is NOW rescheduled for Tuesday, June 9, 1970. BEFORE that date, notices will be posted on all bulletin boards giving location and reporting time.

This service is FREE and all employees are urged to take advantage of it. BE SURE to check the bulletin boards for instructions.

BUY and SAVE

INVEST your money in U. S. SAVINGS BONDS every payday and you'll have a nest egg which will grow constantly....Savings Bonds are paying MORE than ever before -- a full 5% interest when HELD to maturity of 5 years and 10 months (4% the 1st year; 5.20%, thereafter, to maturity.

JOIN

our PAYROLL SAVINGS PLAN

BUY BONDS.....SAVE your \$\$\$\$\$\$\$\$\$\$

ANNOUNCEMENT

The dates for Settlement period at the close of this fiscal year are:

JUNE 22, 1970 through JULY 5, 1970

TW enables people with nothing to say to talk to people who aren't even listening.

Drive carefully! Remember: it's not only a car that can be recalled by its maker.

--Quoted in Consumers Digest

THE
WAY
WE SEE IT.....

Safety-and-Security-wise, we're missing you
DICK WOLF

but, most of all, we're just missing you.
All of the employees of the Philadelphia Mint are truly wishing you a speedy recovery and looking forward to that day when you'll be back on the job -- fresh and fit again. We send you our warmest "get well" wishes... but do hurry back, our Mint has a noticeably empty space without you!

%%
%%

IMPORTANT REMINDER.....

..... TO all Credit Union Members
FROM our Credit Union

ALL Credit Union Members are expected to make regular payments during the shut - down (Settlement period)

JUNE 22 through JULY 5

%%
%%

LENGTH-of-SERVICE AWARD PINS
CONGRATULATIONS to

three of our employees who earned award pins for their length of service in the Federal Government. They are:

ROBERT L. BATTLE	30	YEARS
Guard Supervisor (Sgt.)		

WILLIAM T. BADGER	20	YEARS
Supervisory Chemist		

FREDERICK C. WELLS, JR.	15	YEARS
Machine Operator		

AMERICAN CANCER SOCIETY
will conduct seminar at Philadelphia Mint
THURSDAY - JUNE 4, 1970

Arrangements have been made for the American Cancer Society to conduct a seminar at the Mint on Thursday, June 4, 1970.

The FIRST SESSION will begin at 9 a.m. for all supervisors and will consist of a lecture by Dr. William D. Smith of Jefferson Hospital and a film entitled, "The Other City."

The SECOND SESSION will begin at 10 a.m. -- for women only. Dr. Sue Asbell, also of Jefferson Hospital, will speak and show the film, "Time and Two Women."

These two sessions will be highly informative and all those eligible to attend should arrange their work schedule in order to do so.

PROMOTIONS

MELTING DIVISION

JOHN A. BRENNAN
DANIEL SEYMORE
both to Make-Up Lead Foreman WS 06

BENNIE EVANS
to Ingot Production Lead Foreman WS 09

JOHN S. J. FUSCELLARO
to Weigher WG 08

SAFETY & SECURITY DIVISION

GENEROSO J. FOGLIA
JOHN J. O'ROURKE
both to Guard GS 05

BUILDING & MECHANICAL DIVISION

ULYSSES SULLIVAN WG 02
to Janitor

THE FOLLOWING

is a copy of a telegram which Mr. Theodore was pleased to receive from the Director of the Mint on May 21, 1970:

MR. NICHOLAS G. THEODORE
SUPERINTENDENT
UNITED STATES MINT
INDEPENDENCE MALL
PHILADELPHIA, PA.

CONGRATULATIONS TO YOU AND YOUR ENTIRE WORK FORCE FOR YOUR PRODUCTION OF OVER 14 MILLION COINS ON MAY 20 1970. THIS REPRESENTS A DOUBLING OF YOUR COIN PRODUCTION SINCE LAST FALL. PLEASE EXPRESS OUR APPRECIATION TO YOUR EMPLOYEES FOR THE COOPERATION IN GETTING THE NEW MINT ON STREAM. WE KNOW WE CAN EXPECT THEIR CONTINUED SUPPORT AND EFFORTS IN ATTAINING MAXIMUM PRODUCTION.

MARY BROOKS DIR OF THE MINT

It restricts you.....BUT

HATCH ACT protects you!

Federal employees who are a part of the Government's career civil service are protected by law from efforts to force them to render political service. This was not always the case. Federal employees derive this protection from the Civil Service Act, passed in 1883; which laid the foundations for the Federal merit system. The Hatch Act, passed in 1939, goes further than the Civil Service Act. It provides, in general, that Federal employees cannot render political service - that is, take an active part in political management or political campaigns - even if they are willing to do so.

Make it a point to review your Federal Employee Facts No. 2...POLITICAL ACTIVITY...Rules for Federal Employees. Available in your Personnel Office.

two ladies speak up!

in answer to a CHALLENGE...
SUGGESTION AWARDS
of \$25 EACH go to

FRANCES DEVLIN

Secretary-Stenographer
Office of the Superintendent
who suggested that draperies in four rooms of our building be flameproofed to prevent or retard a fire which could take lives or cause property damage.

DOROTHY E. SADDLER

Physical Science Technician
Assay Division
who suggested that a poster be placed inside our garage stating:

1. SOUND HORN on exiting
2. Proceed with CAUTION
3. OBEY traffic controller

\$

Keep those good suggestions coming in!

\$

TO YOU,

FRANCIS P. RUSH

Mechanical Engineer, GS 12

Although we must say goodbye, we do want you to know that we are extending not only our hands but also our sincerest wishes for your immediate placement in another engineering job in the federal civilian service, a job where you can contribute so willingly and so ably as you have in the building of our new Mint. Whenever it was a matter of getting our jobs done, you were always "with it." Your record shows only that you are, indeed, a hard-working, resourceful, promising young engineer. **GOOD LUCK** to you, FRANK!

There is no knowledge which is not valuable.

--Edmund Burke

READ ALL EMPLOYEES and HEED

DO NOT call the guards at any time to say that you are reporting off on emergency ANNUAL or SICK LEAVE. The guards have been instructed not to accept any telephone calls pertaining to emergency leave.

For your convenience, we have obtained the following DIVISION telephone numbers. You must call these numbers (when working in any of these Divisions), if you find it necessary to report off on either emergency annual or emergency sick leave:

<u>Division</u>	<u>Numbers</u>
Assay	597-7979
Cash & Deposits	597-4982 -4983 -4984
Coining	597-2989
Engraving	597-4986 -4987

Note: Night Shift may call until 4:30 p.m.

Melting	(Day Shift)	597-7173
	(Night Shift)	-7315
Purchasing		597-7478
	(Storeroom employees)	-7145

Building & Mechanical

All employees of this Division are to contact their Supervisors as listed--

Mech. Repair & Fabrication Section	597-7655
J. Ivers	
M. DiLemmo	
Electrical Section	597-7285
E. Dewees	
J. Elwell	
Plumbing Section	597-7290
E. Brown	
H. Bucci	
Carpenter & Paint Section	597-7286
F. Schmuck	
Utilities Section	597-4404
A. DiGiovanni	

(continued)

Building & Mechanical (continued)
Custodial Section 597-7060

J. Buckley
W. Grohowski
M. Taylor

When unable to contact the Foreman of your section, call the General Foreman

C. M. Naddeo 597-7288

If unable to contact the General Foreman, call Superintendent, Bldg. & Mech. 597-7287

ALL employees are requested to call within the first hour of their shift. No calls will be accepted at 5 a.m. or 6 a.m. Employees must call during the time it is known that their supervisors are available to receive this information.

You are asked to retain these numbers so that you will know, at all times, the number you must call. No longer will Division Heads accept the excuse, "I did not know the number I was supposed to call, so I called the guards."

Any deviation from these requirements will result in disciplinary action.

from the Accounting Division

TO ALL EMPLOYEES

Please HANDLE all IBM time cards with CARE.

Do not.....BEND...

FOLD...

or

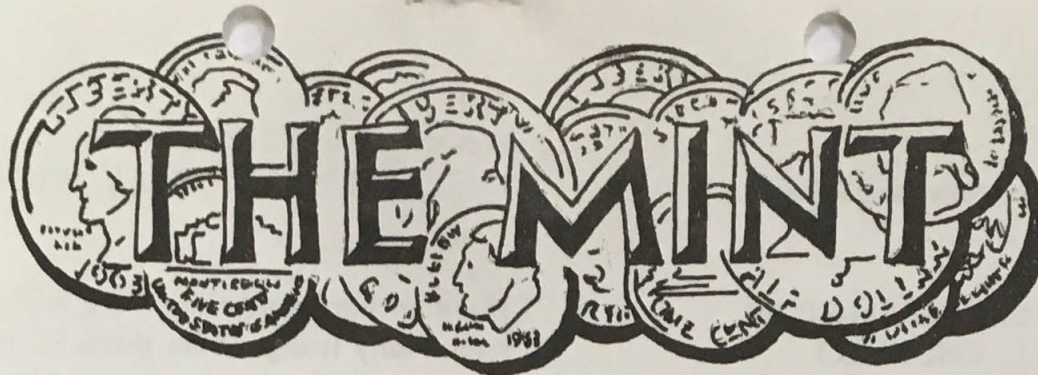
SOIL....

your time card.

Cards should not be carried for any reason except when needed to leave building prior to end of tour of duty.

IF cards are bent, it causes jamming of the IBM machines, necessitates making new cards, and transferring data (by hand) -- which SLOWS UP processing.

For your own sake, as well as ours, PLEASE DO NOT BEND, FOLD or SOIL your TIME CARD.



AT PHILADELPHIA

VOLUME VIII, NO. 6

June 1970

SUMMER 1970...COMES

to the U. S. Mint in Philadelphia

with 14 young and eager
SUMMER AIDS

On February 3, 1970, President Nixon issued a memorandum to heads of departments and agencies announcing the 1970 Summer Employment Program for Youth. In this memo, the President stated that this year's program is the government's way of helping:

-- young people by enabling them to gain employment experience while they are also participating in the affairs of government;

-- departments and agencies of the government by providing enthusiastic young workers during the summer months and by developing sources of permanent employees; and

-- the nation by bringing the operation of government closer to the young while helping them both educationally and economically.

"I am confident that each of you will do everything possible to insure the success of this year's program," he wrote.

With this important message from President Nixon in mind, our agency is proud and happy to report that a total of 14 aids will be working in our Mint by June 29th for the following (previously assigned) supervisors:

(continued)

Mr. William T. Badger, Supervisory Chemist

Aids REBECCA ANN FITZGERALD
GILBERT R. POOLE

Mr. James J. Kelly, Procurement Agent

Aids MARTIN R. COLLINS
EMANUEL D. ARRINGTON

Mr. Joseph A. Buckley, Laborer Lead Foreman

Aids CRAIG BROWN
MARSHALL CHRISTY, JR.
GARY A. CONNOR
ANTHONY C. LEWIS
CORNELL H. McCLEARY

Mr. Clarence A. Miller, Head, Cash & Deposits

Aid ROSALYN F. NEAL

Mr. Anthony J. Leone, Supervisory Mech. Engr.

Aids RENA L. ALSTON
RALPH G. KEYS

Mrs. Anna Mae H. Rhodeside, Payroll Supervisor

Aid ANNIE M. HELAMS

Mrs. Ella M. Weaver, Head, Corres. & Records

Section
Aid KEVIN GARDNER

Mr. Hildrey E. Hulstine, Assistant Personnel Officer--as in former years--has been designated Coordinator of our Summer Employment Program for Youth. Under his direction, our summer aids always have performed their assignments in a highly acceptable manner and we have every reason to believe that this year's program will be more successful than ever before in our Mint.

***** A VERY WARM WELCOME TO ALL OF YOU, SUMMER AIDS ! *****

OUR
WELCOME

to 2 new employees

MR. NARLON S. WASHINGTON
MR. EDWARD J. CHUPAILO
Casting Machine Operators (Trainees)
in our Melting Division

WE are very happy to have these 2 new employees working with us!

COMMEMORATIVE MEDAL
for the U. S. Weather Services
produced by the Philadelphia Mint

A medal celebrating the 100th anniversary of the United States Weather Services has been produced by the Mint. The medal is available only through the American Meteorological Society, Beacon Street, Boston, Massachusetts.

UNIFORM RENTAL SERVICE
is AVAILABLE
for MINT EMPLOYEES

We have contacted a uniform rental company which will supply 5 uniforms for each interested employee (2 changes a week) at the cost of \$1.70 per week. This service would eliminate your carrying your dirty clothes home--and would save your wife the labor of washing them.

IF you are interested in full details in regard to such service, please contact Mr. Buckley now by calling 7-7060. At this time, we are trying to ascertain how many employees would be interested. The choice of such service is entirely up to you.

Always laugh when you can. It is a cheap medicine. --BYRON

THE
WAY

I SEE IT.....Dick Wolf

If we sit back and think, we will realize that we have many things to be thankful for --and ranking high on the list are our health and our jobs.

EVERY year, thousands of people are killed and hundreds of thousands lose their health and their capability to do their job because of accidents at work. Just about everything you plan to do in your life depends on your working safely.

To prevent accidents is everyone's business..... everyone's responsibility.....everyone's duty.

This duty does not require any extra exertion in job performance; it only requires that you work correctly, remain alert and avoid mistakes.

DO YOUR PART and be your co-worker's keeper;
SEE that he does the same!

Divorce is what happens
when the marriage you thought
was a merger
turns out
to be a conglomerate.

--"Hot Lines," Newsday
Specials

HE'S SORRY --
if he missed saying "goodbye" to YOW!

Since FRANK DEVINE (who retired last month) just did not have enough time to say "goodbye" to everybody personally...and, since he knows that he missed seeing some of you, he has asked us to say that "goodbye" to you (from him) in this issue of "The Mint."

IF you don't know where you're going,
any road will take you there!
-- Theodore Levitt

CALL
for BLOOD DONORS

The Bloodmobile will visit the Mint for the first time in two years on July 14, 1970, to process donors for the Blood Donors Club. In order to accommodate two shifts, the Bloodmobile will be at the Mint from 10 a.m. to 5 p.m.

We have been fortunate in not having a great demand for blood and in having sufficient credit to meet our needs during the past two years. Now our supply of blood credits is reduced -- and a good response from ALL members is needed.

ANY employee who is NOT a member of the Club and who would like to participate may do so by applying for membership during this visit. By donating blood NOW, you can be eligible to receive as much blood as you need free of charge to the extent of the Club's credit.

APPLICATION BLANKS will be issued to all employees during the week of July 6. The application will provide the information you need to know -- to become a member of the Club.

LENGTH-OF-SERVICE AWARD PINS
CONGRATULATIONS to

four of our employees who earned award pins for their length of service in the Federal Government. They are:

JOHN P. LEPPING * 35 YEARS
Assistant Superintendent,
Coining Division

ADELINE S. SINATRA 30 YEARS
Sewer

FRANK W. BARTELS 25 YEARS
Crane Operator (Heavy)

NICHOLAS A. GIORDANO 15 YEARS
Transfer Engraver

* All of Mr. Lepping's service has been acquired at the Philadelphia Mint. You are really an inspiration, Johnnie!

JOIN our PAYROLL SAVINGS PLAN
TODAY !

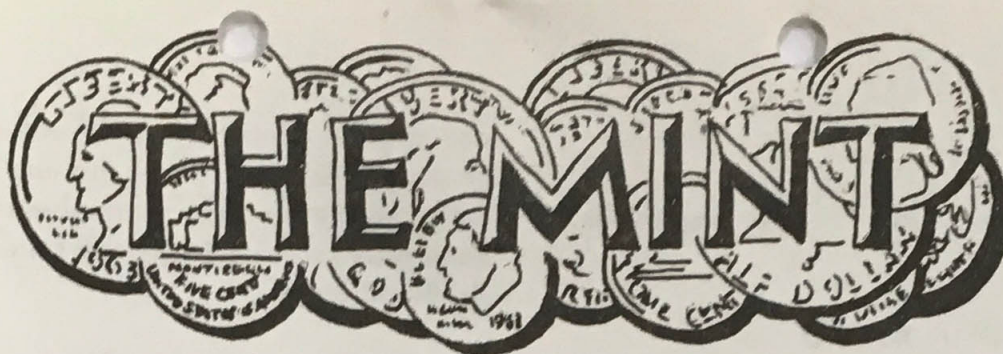
HAMPTON WILLIAMS
Pressman, Coining Division
WILL RETIRE on JUNE 30, 1970

After working as a Machine Operator and as a Pressman in our Coining Division for more than 13 years, Hampton Williams has chosen to retire on June 30th -- with approximately 29 years of total Federal Civilian Service to his credit. On July 6, 1956, Hampton entered on duty in our Mint; prior to that date, he had worked for the U. S. Marine Corps and the Naval Air Material Center.

We, as well as your many, many good friends, certainly are wishing you, HAMPTON, a very HAPPY RETIREMENT. We'll all miss you, but, especially, you'll be missed in our Coining Division!

HAPPINESS is NOT AN END IN ITSELF.
IT IS A BY-PRODUCT
OF WORKING, PLAYING, LOVING,
AND LIVING.

--HIRAM GINNOTT



AT PHILADELPHIA

VOLUME VIII, NO. 7

July 1970

MEDALS

HONORING

Secretary Kennedy and Director Brooks

NOW ON SALE

Designed and executed by Frank Gasparro, our Chief Sculptor and Engraver (obverses) and our Sculptor and Engraver, Philip E. Fowler (reverses),

THE SECRETARY OF THE TREASURY MEDAL
(Secretary List No. 223)

and

THE DIRECTOR OF THE MINT MEDAL,
"MARY BROOKS"
(Director of the Mint List No. 320)

have been added by the Bureau of the Mint to the list of those available for sale to the public.

Struck in bronze, and measuring 3" in diameter, these handsome medals are priced at \$3 each.

ROLAND M. FOUNTAIN

Employed as **SUMMER AID**

On July 8th, Roland M. Fountain entered on duty as a Summer Aid (replacing Martin R. Collins), to work under the supervision of Mr. James J. Kelly, Procurement Agent, Purchasing Division. Previously (June 6, 1968 to September 10, 1968), Mr. Fountain was employed as an Aid at the Frankford Arsenal. We're very happy to have you with us, this year... **WELCOME, Roland!**

another lady speaks up!

In answer to a **CHALLENGE**
SUGGESTION **AWARD**

of \$50 goes to

VICTORIA T. HARROLD

Information Receptionist
Cash & Deposits Division

who suggested placing signs above each piece of machinery in the Strip Production Branch to visually aid visitors when taking the Mint tour. Vicky's suggestion improves our service to the public by providing the visitors with a simple and clear guide through the manufacturing process at the new Mint.

\$

Keep those good suggestions coming in!

\$

HAPPY LANDING!

SIX MEMBERS

of the Philadelphia Mint

LOCAL 1023

will attend **NATIONAL CONVENTION**

The A.F.G.E. National Convention will be held in Denver, Colorado, this year and the six members from our Local 1023 who will attend are:

Ellison E. Hatton, President
John Bodoian, Second Vice President
Frances Stafford, Secretary
Willie E. Booker
Dorothy Robinson, Shop Steward
Elwood C. Brown

Our six lucky co-workers will leave for Denver on August 8th and return from there, August 15th.

OUR
WELCOME

to 6 new employees

MR. ANTHONY J. RUZZO
Physical Science Aid
in our Assay Division

MRS. SHIRLEY A. BROWN
Card Punch Operator
in our Accounting Division

MR. GEORGE J. MILLS
Casting Machine Operator (Trainee)
in our Melting Division

MR. PERCIVAL A. LEWIS
MR. JAMES F. SLOAN
Machine Operators
in our Coining Division

MR. FRANCIS J. CUSH
Sheet Metal Mechanic
in our Building & Mechanical Division

WE are very happy to have these 6 new employees working with us!

VACATION DEFINED by 2's

- 2 Weeks that are
- 2 Short and leave you
- 2 Tired
- 2 Return
- 2 Work -- but
- 2 Broke not 2.

Our BLOOD DONORS CLUB
reports.....

77

PHILADELPHIA MINT EMPLOYEES
VOLUNTEERED for Blood Donations

MISS CAROLYN KEEFER, our Occupational Health Nurse, is proud to report that 77 members of our CLUB responded to the call for blood donors when the Bloodmobile visited the Philadelphia Mint this month. Although only 58 of our employees were
(continued)

accepted as donors (since 19 volunteers were temporarily rejected), all of the employees who volunteered are eligible to receive blood (should the need arise) providing the Mint has credit in its Blood Bank.

Listed below, are the names of our employees who so willingly volunteered to donate their blood:

Alonzo Becoat
Winsor H. Birch
Willie E. Booker
William E. Borecky
John Bozyk, Jr.
Francis H. Breen
Charles V. Brown
Elery C. Brown
Elwood C. Brown
James W. Bryan
Hugo R. Bucci
Edward J. Chamberlain
Walter R. Christensen
William E. Clausen
Sidney J. Cohen
William G. Corson
Burke R. Cottman
Thomas Curry, Jr.
Gennaro R. D'Aquilante
James De Marco
Robert Di Giovanni
Thomas Di Pietro
Alvin J. Edwards
Generoso J. Foglia
Nicholas J. Francesco
Margaret E. Garlanger
Charles Giles
John T. Giordano
Kenneth W. Grant
John J. Green
Le Roy K. Harris
Linwood H. Harris
Paul J. Harrison
Lafayette Hopkins
Donald E. Hutchins
George Jaffee
Robert G. Kane
James J. Kelly

Ronald G. Kohl
John W. Larke, Jr.
Mario Lerro
Percival A. Lewis
William D. McKeown
Otis S. Mackey
Frank R. Madert
A. P. Mastroianni
George E. Moffit
Raymond V. Murray
John G. Nicolardi
Laurence L. O'Brien
Henry T. Orzechowski
John J. Panikowski
James A. Pantalone
Charles T. Parisano, Jr.
Arthur Perkins
Frank Perkins
Michael O. Perri
Samuel M. Petrille
Wilson D. Pettus
Verna Polny
Josephine Ramsay
Walter A. Ratajczak
William D. Reichert
Charles E. Riley
Francis E. Robinson
Thomas A. Scarazza
Anthony J. Scieurca
Saul Silverman
George J. Sparta
Mary K. Taylor
James A. Verbaro
Timothy J. Warren
Ralph N. Watkins
Frederick C. Wells, Jr.
James S. Wolstenholme
Joseph Zagursky

Edward J. Zebuski

PROMOTIONS

PROMOTIONS (continued)

ENGRAVING DIVISION

THADDEUS MACKIEWICZ
to Stamping Die Foreman WS 14

SAMUEL J. DALESSIO
to Stamping Die Lead Foreman WS 12

PAUL J. HARRISON
to Stamping Die Lead Foreman WS 12

COINING DIVISION

JOHN R. CRAIG, JR.
to Rolling Foreman WS 10

EDWARD R. FENN
to Rolling Lead Foreman
(Hot Roll) WS 08

EDWARD W. WALCH
to Rolling Lead Foreman
(Cold Roll) WS 08

WILLIAM G. CORSON
KENNETH C. DOLBOW
JOSEPH J. GALIANO
WILLIAM I. MOTON, JR.
FRANK PERKINS
WILLIAM A. TUCKER
FRANKLIN G. YEISER
all to Rolling Mill Operator WG 10

CHARLES E. RILEY
to Welding Machine Operator WG 10

HARRY W. WALZER
to Slab Milling Machine
Operator WG 10

(continued)

BUILDING & MECHANICAL DIVISION

FRANK SCHMUCK
to Building Maintenance Foreman WS 09

ROBERT F. BARRETT
RUSSELL E. COOKE
both to Maintenance Man WG 10

BUY U. S. SAVINGS BONDS...
They're GOOD
for you and your country!

JOIN our Payroll Savings Plan --
or,
increase your BOND ALLOTMENT

***** TODAY *****

NEW MERIT PROMOTION PLAN

The Bureau of the Mint has issued a new Mint Promotion Plan which is in the process of implementation. The new plan was issued in order to comply with recent Civil Service revisions to the Federal Personnel Manual.

The major change concerns the method of evaluating candidates and an increase in the level of participation by supervisory personnel. Supervisors will have a big role in the rating and ranking process.

Considerable paper work and supervisory training is necessary before the plan can be fully implemented. Full compliance with the new regulations is mandatory on January 1, 1971, and the Mint expects to meet this deadline by phasing out the current plan over the remaining five months of 1970.

THE WAY I SEE IT.....Dick Wolf

As all of you know, we have a variety of safety equipment that has been purchased for the protection of any of our workers who is exposed to hazards of one kind or another from time to time. Safety glasses..hard hats ..ear plugs..ear muffs..rubber gloves..rubber aprons..etc., are JUST A FEW of the items available.

As I walk through the shops, I see employees with their glasses hanging around their necks and their hard hats on the table. I see them handling ingots and coils with their gloves in their hip pockets and I see them working in noise-hazardous areas without ear protection. These items were purchased for a purpose and that purpose is TO PROTECT YOU from INJURY -- so PLEASE USE THEM.

There are many frustrations to running a safety program and, as some of you have noticed, it takes a long time to get some unsafe conditions corrected; but it should not take long to get yourself the proper protective equipment for the hazard you are exposed to.

Our goal is to STOP all accidents. We have made some progress towards this goal but still have a long way to go. I am thankful to those who have made this progress possible and ask those who are dragging their feet to sit back and take a long hard look at our program and what we are trying to do.

*****GET ON THE BANDWAGON and DO YOUR PART for SAFETY! *****

JOSEPH JABBS

Electrician-Equipment Repairer

WILL RETIRE

JULY 31, 1970

Because he wants to fish..FISH..FISH (as well as work on radios and TV's in his own workshop-- "just for fun"), our Joe has chosen to retire on July 31st. As of July 19, 1970, Joe had exactly 30 years of Federal Civilian Service to his credit. He entered on duty as an Electrician on 7-19-40 and while on military furlough (6-3-43 to 9-25-45), he served in the U. S. Navy. FOR having served so honorably and faithfully in the Treasury Department for over 20 years, Mr. Jabbs will receive the Gallatin Award.

"Turn in" your Electrician-Equipment Repairer's tools, Joe, with no regrets, and "let yourself go" for many fun-full years of HAPPY RETIREMENT-- you've earned them. But remember, we'll be missing you... do give us a thought now and then... especially when you're "reeling in" the big ones!

LENGTH-of-SERVICE AWARD PINS
CONGRATULATIONS to

three of our employees who earned award pins for their length of service in the Federal Government. They are:

JOSEPH JABBS *	30	YEARS
Electrician-Equipment Repairer		
(continued)		

JOHN W. LARK

Furnace Operator

RETIRED

JUNE 30, 1970

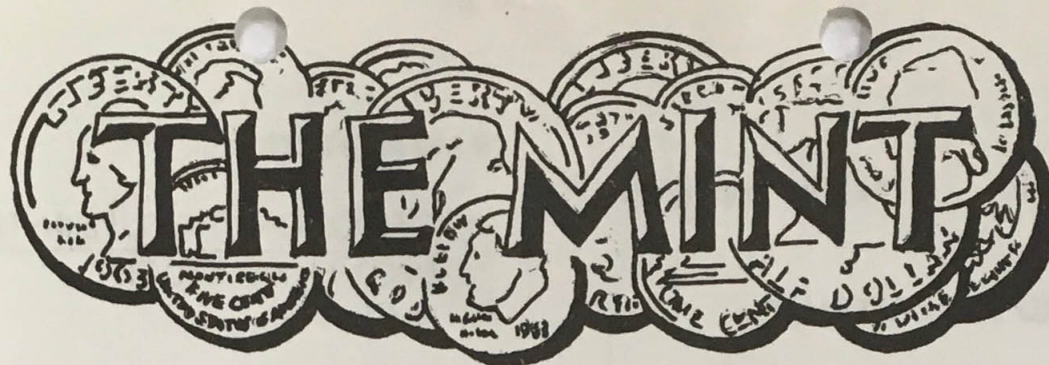
Tall, genial John W. Lark, of our Ingot Production Branch, Melting Division, retired on June 30th, with over 23 years of Federal Civilian Service recorded in his Official Personnel Folder. On 10-21-57, John entered on duty as Helper (General) in the Melting Division. He was promoted to Melter "B" in 1962; Melter "A" in 1964; and, finally, to Furnace Operator in 1970 (which add up to a lot of ingots for the Philadelphia Mint!). Prior to joining the Mint force, John worked for the Naval Ammunition Depot at Fort Mifflin, Philadelphia, Pa.

Capable, conscientious Melters and Furnace Operators are mighty hard to find and you know we'll miss you, John (particularly your friends in the Melting Division and Mr. Stern). ALL of us wish you many years of "cool," carefree and HAPPY RETIREMENT.

LENGTH-of-SERVICE AWARD PINS
CONGRATULATIONS (continued)

ELLA M. WEAVER *	30	YEARS
Supervisory Clerk		
SAVERIO MECCA	20	YEARS
Die Maker		

* All of Mr. Jabbs's service was acquired at the Mint--and so was Mrs. Weaver's (with the exception of 22 days with the Social Security Admin.).



AT PHILADELPHIA

VOLUME VIII, NO. 10

October 1970

NUMISMATIC SERVICE EXPANDING

DUE to the unexpectedly heavy demand for U.S. Mint medals in September before the October 1st price increase, the Numismatic Service is increasing its personnel strength.

It is important that all mail orders for medals be filled as soon as possible. Accordingly, the medal shop is operating in two 12-hour shifts. Facilities for medal packaging and shipping are to be expanded, and order processing is being handled through the EAM Section.

The names of new employees working in the Numismatic Service Division appear elsewhere in this issue.

NEW MINIATURE MEDALS

The miniature presidential medal series is expanding. Nixon, Kennedy and Eisenhower medals were first offered for sale in August. These have been joined by medals for Presidents Washington, Lincoln, Coolidge, Hoover, Truman and Johnson.

All miniature medals are 50¢ each, or 60¢ each by mail.

In order to move the large display from the lobby to the mezzanine, all display items were removed. They will be returned to the display in the near future.

NEWLY-ELECTED OFFICERS to manage Philadelphia Mint SUNSHINE FUND

As soon as the former Board of Officers has prepared a detailed report of their four years in office (which will be published for your information), your newly-elected officers will take over the management of our Sunshine Fund. They are:

JOHN S. J. FUSCELLARO
President

LESTER C. LIGHTFOOT
Vice-President

CAROL T. ROSEN
Secretary-Treasurer

JOHN F. PATOTA
JANE E. PERRY
Directors

Newly-elected President, John Fuscellaro and his fellow officers appreciate your vote of confidence and wish to assure you that they (with your aid, support and suggestions) will try to direct the activities of your Fund to your maximum benefit and also will try to go forward with the good results achieved by the outgoing officers.

ON behalf of all the Mint employees, John extends a very warm THANK YOU to Bill Chambers (past President), Stephanie A. Talunas (past Vice-President), Alice K. Juenger (past Treasurer), and Peter N. Hansen and Charles E. Riley (past Directors) for a job so well done.

OUR
WELCOME to 15 NEW employees

MR. LEONARD E. DE STEFANO
Payroll Clerk
in our Accounting Division

MR. J. KENNETH SMITH, JR.
Chemist
in our Assay Division

MRS. JEANNETTE T. LAULETTA
MISS ANN JOAN TISKUS
MISS ANGELA B. LUSZCZAK
all Clerks
in our Numismatic Services Division

MR. WILLIAM A. JONES
MR. MICHAEL T. MARINARO
MR. DEWEY J. WILSON
all Casting Machine Operator Trainees
in our Melting Division

MR. ROOSEVELT JACKSON
Helper, General
and

MR. NORMAN P. BURKS
MR. HARRY A. FISHER
MR. FRANK M. FUSCO
MR. ROBERT F. MORRISON
MR. RALPH E. SIMONE
MR. CLARENCE TAYLOR
Machine Operators
all
in our Coining Division

WE are very happy to have these 15 new employees working with us!

Truth or ERROR?

The Brownwood, Texas, Bulletin reported that Gov. Preston Smith praised the Legislature, after it approved a tax package, with these words: "A job well done."

--George Dolan in Fort Worth Star-Telegram

PROMOTIONS

OFFICE OF THE SUPERINTENDENT

EVELYN N. CRUCE
to Clerk GS 05

BUILDING & MECHANICAL DIVISION

JOHN J. LOUGHLIN
to Power Plant Controlman Trainee WG 07

CASH & DEPOSITS DIVISION

CHARLES D. RICH
to Clerk-Typist GS 04

COINING DIVISION

WILLIE I. ADAMS
FRANK J. DORING
LARRY GRIFFIN
RAYMOND W. HINES
DONALD E. HUTCHINS
PAUL MOORE, JR.
ALVIN J. STYER
JOSEPH F. ZAPPO
all to Machine Operators WG 07

ENGRAVING DIVISION

ALFRED G. KELLEY
JOSEPH ROONEY
both to Heat Treaters WG 11

MELTING DIVISION

DONALD T. RUBOLINO
to Supervisory Metallurgist
(Ass't. Sup't., Melting Division) GS 13

HARRY L. TABITA
FRANK SCOTT
both to Automatic Shear Operators WG 07

JOHN K. GREEN
JOHN J. PANIKOWSKI
both to Weighers WG 08

NUMISMATIC SERVICE DIVISION

FLORENCE V. SAVARESE
MARY FRANCES STAFFORD
both to Clerks GS 04

CALLING your attention
to U.S.C.S.C. BULLETIN NO. 733-9

Mr. Nicholas J. Ogino, Executive Director of the U.S. Civil Service Commission has requested that the information contained in this Bulletin concerning the voting rights of employees residing in Federal enclaves is disseminated to as many Federal employees as possible, and most especially to those who are currently residing on Federal lands.

Briefly, on June 15, 1970, the Supreme Court of the United States announced its opinion in the case of Evans v. Cornman, 398 U.S. 419 (1970), involving the voting rights of Federal employees who resided on the grounds of the National Institutes of Health, a Federal reservation or enclave in Montgomery County, Maryland. Prior to this decision, the State of Maryland had determined that persons living on the Federal land were not residents of the State within the meaning of the State constitution, and, therefore, were not qualified to vote in Maryland elections.

The court in Evans held that to deprive those employees living on Federal land of the right to vote denied to them the equal protection of the law accorded to other residents of the State and guaranteed by the Fourteenth Amendment.

The Department of Justice has determined that the rationale of this decision might be applicable to residents of other Federal enclaves, and that the decision could extend the vote to other Federal employees and their families who have previously been denied that privilege in State elections because of their residence on Federal lands.

VOTE FOR YOUR CHOICE
--BUT

BE SURE TO VOTE

NOVEMBER 3

SUPERIOR PERFORMANCE AWARDS

In answer to a CHALLENGE...

it's a QUALITY STEP INCREASE

for

MR. SAUL SILVERMAN

and

MR. JOE L. SPEIGHT

Because both of our capable chemists are always seeking to improve their skills and to apply new knowledge in their own work (or in aiding their fellow workers)...because both are unusually careful and attentive in every phase of the assaying operations and strive to maintain the equipment and immediate work area in the safest and most functional condition possible...because both are thoroughly familiar with the division's routine work programs and take the initiative in performing the necessary assays without direction from the supervisor and because both have performed continuously in such a superior manner that HIGH QUALITY assays are produced at a HIGH LEVEL of accuracy--BOTH have been awarded a well-earned Quality Step Increase.

SAUL and JOE always have been very reliable employees who can be depended upon to carry out assignments to more than a satisfactory completion and our Acting Assayer, Mr. Badger, is confident that they will continue to assist him in providing more efficient operation in our Assay Division.

=====

OCCUPATIONAL HEALTH NURSE, GS-7
WANTED.....URGENT

Our Mint is in need of an Occupational Health Nurse, GS-7, as advertised in our NOTICE dated October 19th.

IF you know of any male or female registered nurse who might be interested in this position (second shift), please have the nurse call Mr. Hildrey E. Hulstine, Assistant Personnel Officer, immediately. His phone number is: 597-4989.

If the interested nurse prefers, he or she may come in for an interview. Come to Room 215 (Personnel Office).

=====

THE WAY I SEE IT.....Dick Wolf

During the month of September we had a total of 38 visits to the dispensary for the treatment of injuries. One (1) out of every five (5) of these accidents was reported from one (1) day to two (2) months AFTER they happened. This trend CANNOT be allowed to continue.

On questioning one of the employees as to why his accident was not reported promptly (as required by the Philadelphia Mint Instruction #14), I found that quite a few employees are under the impression that for an incident to be considered an accident requiring a report to the dispensary, blood must be drawn. This is far from the truth.

Let me give you the definition of an accident -- "any unexpected or unforeseen occurrence that interrupts or interferes with the orderly progress of the activity in question."

An incident does not have to result in an injury to be classed as an accident.

IF there is any probability that an injury has been sustained, you are required TO REPORT IT.

IF an employee is driving a high lift or fork truck and strikes an object (even if there was no injury or apparent damage), it is classed as an accident and MUST BE REPORTED.

So remember ---stay alert---avoid accidents.

IF you DO have an ACCIDENT -- REPORT IT PROMPTLY.

LENGTH-of-SERVICE AWARD PINS CONGRATULATIONS to		
five of our employees who earned award pins for their length of service in the Federal Government. They are:		
SAMUEL J. DALESSIO *	30	YEARS
Stamping Die Lead Foreman		
DANIEL A. GALLAGHER *	30	YEARS
Roller		
ALFRED SYLVESTER *	30	YEARS
Ingot Production Foreman		
ISSAH SEAY	25	YEARS
Machine Operator		
JULIAN C. NECIKOWSKI	15	YEARS
Die Maker		

(continued)

LENGTH-of-SERVICE AWARD PINS
CONGRATULATIONS (continued)

Mr. Dalessio has worked in our Mints since 9-16-40; Mr. Gallagher, since 4-29-35; and Mr. Sylvester, since 7-8-36. All of their Federal civilian service has been acquired at our Philadelphia Mint. We're mighty proud of you, fellows you have every right to be equally proud of such outstanding records!

PROTECT the value of your dollars....
JOIN our PAYROLL SAVINGS PLAN
TODAY....

The Greatest Loss

He who loses wealth loses much;
He who loses a friend loses more;
But he that loses his courage loses all.

--CERVANTES

In March of 1970, a NOTICE was posted in this Mint from our Superintendent, Mr. Nicholas G. Theodore, in which he expressed his appreciation for the many applications received from the employees of this Mint in response to his request for non-supervisory employees who would like to serve on his newly-established EMPLOYEE DISCUSSION PANEL.

Attached to this notice was a list of the names of employees (including their alternates) who were selected by Mr. Theodore to serve for a period of one year on this panel. Mr. Theodore stated in this notice that priority will be given to those employees who were not selected for our next year's roster.

As you know, the purpose of this panel is to meet and discuss problems in connection with working conditions and employee morale. If an employee has a recommendation to improve working conditions, he should contact one of the delegates--particularly the one from his division--in order that his recommendation can be presented at the next monthly meeting (which takes place on the first Wednesday of each month).

At the request of our Superintendent, Mr. Theodore, we are again listing the names of the Delegates and their Alternates who are now serving on our Employee Discussion Panel.

DELEGATE

GRANT A. HALLOCK
SAUL SILVERMAN
JAMES DeMARCO
CAROL T. ROSEN
HOWARD FOUNDS
ELIZABETH FRALEY
RONALD G. KOHL
FRANK K. RICHARDSON
JANE E. PERRY
THOMAS R. KING
EDWARD R. BLOSSER

OLGA K. MELKO
Management

VICTOR E. HIZER
Union

CHARLES E. RILEY
EEO

ALTERNATE

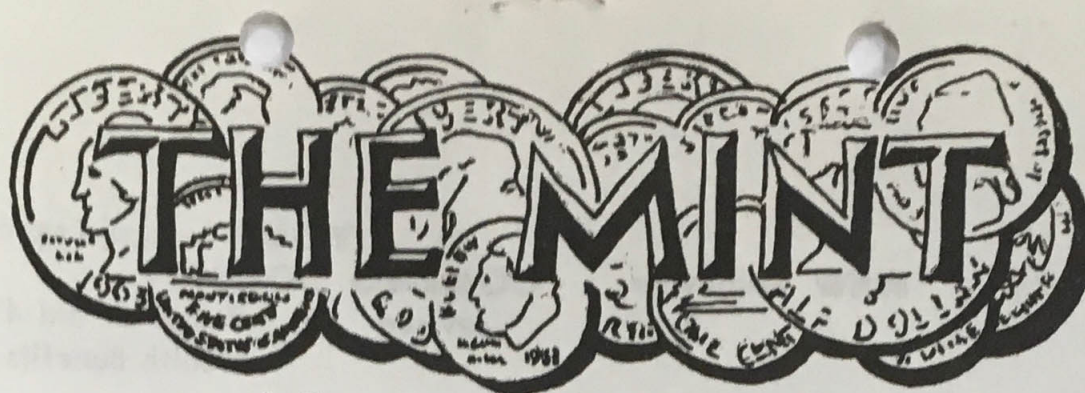
ANITA B. McDANIELS
JOE L. SPEIGHT
NEEDHAM S. WILLIAMS
JOHN S. J. FUSCELLARO
ROBERT L. GOLD

KENNETH W. GRANT

ELIZABETH T. DEERY

JOHN J. GREEN

LOREE LEGION



*Wm
ame
llor
1970
J*

VOLUME VIII, NO. 11

A T P H I L A D E L P H I A

November 1970

TO YOU, a very HAPPY THANKSGIVING DAY !

YOUR CHANGING FPM
...about Federal Employees Health Benefits

FPM LETTER NO. 890-16 announces that Public Law 91-418 (approved 9-25-70) amends the Federal Employees Health Benefits law to:

1. increase the Government's contribution to health benefits premiums (the new biweekly Government contribution is equal to 40% of the current unweighted average of the premiums for the highest level of benefits - high options - offered with respect to self-only and self-and-family enrollments under six selected plans --The Service Benefit Plan.... The Indemnity Benefit Plan....The NALC Health Benefit Plan...The United Federation of Postal Clerks Plan...The Kaiser Foundation Health Plans--Northern and Southern California Regions). However, the Government contribution may not exceed one-half the premium for the plan or option in which the employee (or annuitant) is enrolled.

Whenever the subscription charge of any of the six selected plans changes, the biweekly Government contributions will be adjusted effective the first day of the first pay period of each calendar year to maintain the 40 percent contribution.

Effective date

The increase in the Government contribution is effective on the first day of the first pay period which begins on or after January 1, 1971.

(continued)

...more about Federal Employees Health Benefits

2. permit a survivor annuitant to continue a health benefits enrollment upon death of an employee who had completed less than 5 years of creditable civilian service. (The following requirements must now be met for a surviving family member of a deceased employee to continue enrollment: the deceased employee must have been enrolled for self and family at the time of his death; at least one family member must be entitled to annuity as the survivor of the deceased employee; the annuity of the survivor, or of all survivors eligible for health benefits coverage, must be sufficient to pay the withholdings required for enrollment in the Plan.)

The amendment also applies to family members who are entitled to survivor benefits under the Federal Employee's Compensation law.

Effective date

The liberalization is effective on enactment, 9-25-70. It applies to the survivors of an employee who dies on or after that date.

3. extend health benefits coverage to otherwise eligible noncitizen employees whose permanent duty station is in the Panama Canal Zone.

Effective date

The extension of coverage is effective on enactment, 9-25-70.

NOTE: More information about your Federal Employees Health Benefits appears on Page 2.

OUR
WELCOME to 23 NEW employees

MRS. NANCY A. SUPER
Clerk-Typist
in our Engraving Division

MISS JOYCE A. DUCKETT
MRS. DOLORES M. FAIR
MISS FRANCES M. KOZIN
MISS SHARON MASON
MRS. DOROTHY L. MYERS
MISS LINDA M. PINEIRO
all Clerks
in our Numismatic Service Division

MR. JOSEPH P. BASHANO
MR. ANGELO D. FOCA
MR. LOUIS GAUDIOSO
MR. EUGENE GORDON
MR. SAMUEL R. GREGORY
MR. ELMER B. KENSEY
MR. WALTER J. PAGET, JR.
MR. GEORGE J. RAFFERTY
MR. RICHARD C. RINTYE
MR. CHRISTIAN J. SATTler
all Helpers, General
in our Coining Division

MR. CASIMIR A. BRODOWICZ
MR. VINCENT P. CITRINO
MR. ROBERT M. KULESA
MR. FRANK E. LAMSON
all Machine Operators
in our Coining Division

MR. ROBERT A. PIONTKOWSKI
Machinist
in our Building & Mechanical Division

MR. HERCULES L. JOHNSON, JR.
Casting Machine Operator Trainee
in our Melting Division

WE are very happy to have these 23 new employees working with us!

...YOUR Federal Employees Health Benefits
COMING SOON --
revised Pamphlet BRI 41-117 and
Health Benefits Plan Brochures

Health Benefits Officer Information Bulletin No. 54 informs of the forthcoming revisions of the pamphlet BRI 41-117, Information About Plan Changes Effective January 1971, and health benefits plan brochures and the U.S.C.S.C.'s plan to distribute these publications to agency supply depots "as they come off the press later this year or early next."

There will be no general open season in 1970. However, many health benefits plans will change benefits or premium or both, effective in January 1971. The new edition of the pamphlet BRI 41-117 will explain the changes, if any, in each plan. A copy of this pamphlet is to be given to each enrolled employee. The employee's white (January 1970) brochure, along with the January 1971 pamphlet BRI 41-117, will constitute an up-to-date statement of the provisions of his health benefits plan.

Plan brochures will be revised to reflect any changes in benefits and premiums which will become effective Jan. 1971. Employees who become eligible to enroll after the new brochures are received are to be given these new brochures; new brochures are not to be generally distributed to employees already enrolled--although one may be given to an employee who asks for it.

Each of the Comprehensive plans will be furnished a supply of its own brochures and the plan will, in turn, give brochures to each Federal installation in the area it serves (at the agency's request).

Money does make all the difference. If you have two jobs and you're rich, you have diversified interests. If you have two jobs and you're poor, you're moonlighting.

--Changing Times, The Kiplinger Magazine

DON'T DELAY...

JOIN our PAYROLL SAVINGS PLAN

***** TODAY!

PROMOTIONS

COINING DIVISION

HANDY GAUSE
EDWARD C. HAWES
OTIS S. MACKEY
JAMES MILES, JR.
LACIE ROBINSON
ULYSSES SULLIVAN
NORMAN L. WHITE

all to Helpers, General

WG 05

POLITICIANS are like ships: noisiest when
lost in a fog.

--Quoted by Bennett Cerf

Oh, to be only half as wonderful as my child
thought I was when he was small, and only half
as stupid as my teen-ager now thinks I am.

--Rebecca Richards

It isn't progress that is hurting us so much today--
it's the side effect.

--Don Fraser in Denton, Texas, Record-Chronicle

LENGTH-OF-SERVICE AWARD PINS CONGRATULATIONS to

three of our employees who earned award pins
for their length of service in the Federal Govern-
ment. They are:

ANNA M. CHRISTINZIANO* 25 YEARS
Cutting & Sewing Assistant Lead Foreman

LOUIS R. FREDERICO 20 YEARS
Security Officer

BENNIE EVANS 15 YEARS
Ingot Production Lead Foreman

(continued)

LENGTH-OF-SERVICE AWARD PINS CONGRATULATIONS (continued)

*ALL of Miss Christinziano's service was acquired at
our Mint. We're so proud of you, Anna, and so
glad to have had your winning smile in our agency
for so many years. You, too, should be justly
proud of your splendid record.

In answer to a **CHALLENGE...**
SUGGESTION AWARDS

of \$50

to COLEMAN R. McCALL
Weigher
Melting Division

who suggested that two steel rails and a steel plate
be attached on each side of the transfer table on the
Acme Shear Line to prevent the stopping of the
shear line for repairs, the destruction of Government
property, and to enable the operator to perform
more efficiently.

and \$25

to FANNIE T. HARRISON
Information Receptionist
Numismatic Service Division

who suggested that a sign be placed outside of our
building indicating the location of the ramp to be
used by visitors confined to wheel chairs.

\$

Keep those good suggestions coming in!

\$

You do not lead by hitting people over the head--
that's assault, not leadership.

--Dwight D. Eisenhower

FAME is a seat on a ferris wheel.

--Angie Papadakis

THE WAY I SEE IT...Dick Wolf

THIS is the time of the year when we sit back, reflect on the past year, and give thanks for the many good things that have happened to us.

HIGH on the list of things to be thankful for, should be our good health and capability to earn for ourselves and family a decent livelihood.

OVER two million workers each year lose their capability to do their job because of injury due to accidents at work. ALL your future plans in life depend on your working safely.

TO prevent accidents is the duty of each one of us. We should all give our neighbors and friends the opportunity to be thankful by reminding them to work and to play safely.

I want to wish each and every one of you a
SAFE and HAPPY
THANKSGIVING HOLIDAY

OUR NUMISMATIC SERVICE Division reports...

Exhibits opened on Mezzanine

The United States Mint coin and medal exhibits have been returned to the large display case recently moved to the mezzanine from the lobby. Medals of the Presidents, Secretaries of the Treasury, Director of the Mint, Army and Navy heroes and other commemorative medals are featured. With few exceptions, these medals can be purchased at the medal sales counter.

Other small displays feature the medals of the annual Assay Commissions, the galvanoes for the current Director of the Mint, Secretary of the Treasury and Presidential medals, and the coins struck by the Mint for other nations.

INVITE your friends to tour the MINT. And remember...your childrens' teachers can arrange for a U.S. Mint tour for their classes.

WILLIAM A. GUNDY
Pressman, Coining Division

and

NAOMI A. McLEAN
Cutting & Sewing Lead Foreman, Coining Division

RETIRED in October and November, respectively

WHEN WILLIAM GUNDY chose to retire on October 28, 1970...and NAOMI McLEAN also chose to retire on November 14, 1970, our Coining Division and our Mint surely lost two dedicated and two "special" employees.

BILL entered on duty in the Philadelphia Mint with a Temporary Appointment on 10-22-56 and had over 18-1/2 years of Federal Civilian Service; NAOMI entered on duty here (by transfer) on 10-24-41 and had almost 31 years of Federal Civilian Service.

NAOMI, of course, will receive a GALLATIN AWARD for having served so honorably and faithfully in the Treasury Department for more than 20 years.

ALL OF THEIR FELLOW EMPLOYEES certainly wish both of these retired friends many, many years of HAPPY RETIREMENT. You both will be greatly missed, be sure -- but never, be just as sure, forgotten!

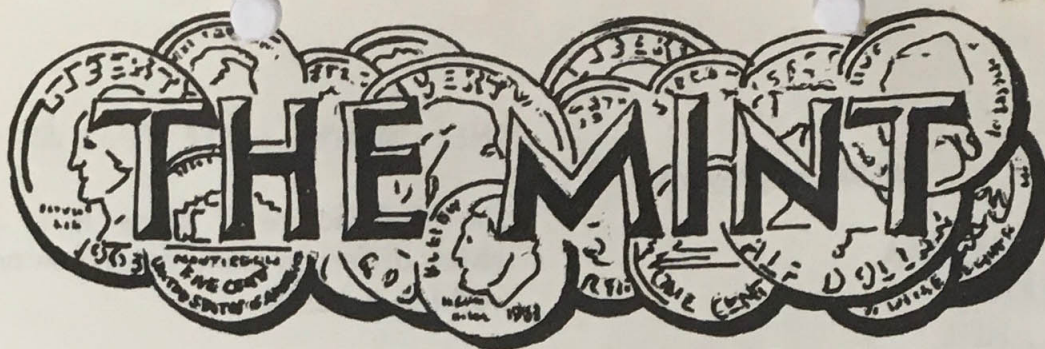
...THE WAY WE SEE IT

WE agree with Mr. Wolf -- but want to add that we especially want to thank

BETTY NELSON
GLADYS HARRIS
and
DORIS HELLERMAN

for the delicious Thanksgiving Dinner that they prepared and served in our Cafeteria last Thursday, November 19th. It certainly was one of "those good things" which have happened to us. BETTY, GLADYS, DORIS--don't ever leave us. We truly think you are "the greatest!"

Please, just keep those good platters coming in!



AT PHILADELPHIA

VOLUME IX, NO. 1

January 1971

U. S. Civil Service Commission
(Philadelphia Region)

Framed in black and gold, the award reads as follows:

HONORS our MINT
with FEDERAL AGENCY AWARD

UNITED STATES CIVIL SERVICE COMMISSION

Friday, January 15, 1971, the Regional Office of the U. S. Civil Service Commission observed the 88th Anniversary of the Civil Service Act by conducting an awards ceremony in the Bell Telephone Auditorium, #1 Parkway, Philadelphia.

SPECIAL SERVICE

AWARD

The FEDERAL AGENCY AWARD was presented to the United States Mint "in recognition of their outstanding record in hiring Federal Employees faced with the possibility of being separated from their activities by Reduction-In-Force. During the last two years, such placements accounted for 90% of all accessions made at the Mint."

Presented To

UNITED STATES MINT SERVICE
Philadelphia, Pennsylvania

For Outstanding Contribution to Improvement of
Federal Civil Service

Mr. Theodore, Superintendent, and Mr. Timmons, Personnel Officer, accepted the certificate from the Regional Director of the Civil Service Commission, Mr. Milton I. Sharon, for, as stated by the Regional Director, "the noteworthy contribution to the work of the Commission and the Government." This award was presented to the U. S. Mint in recognition to those employees who cooperated in any way towards the success of this Program.

(Seal)
January 15, 1971

/s/ Milton I. Sharon
Regional Director

Lincoln on Brotherhood

Let us at all times remember
that all American citizens are brothers
of a common country, and should
dwell together in bonds of fraternal feeling.
--ABRAHAM LINCOLN

During the ceremonies, other awards were presented, such as, the Distinguished Citizen Award; Special Service Award; and several Length of Service Awards presented to Regional Office employees.

HOPE

Optimism is the faith that leads to achievement. Nothing can be done without hope. --HELEN KELLER

(continued)

OUR
WELCOME to 13 NEW employees

MR. JOSEPH S. D'AMBRA
MR. WILLIAM BANKS
MR. WILLIAM L. HEIL
MR. WADDELL JEFFERSON
MR. PETER J. LEONE
MR. GEORGE V. TILLMAN
MR. ROBERT C. THOMAS
MR. JOHN H. UNDERWOOD, SR.
MR. SALVATORE J. ZITO, JR.
all Helpers, General
in our Coining Division

MRS. GAIL C. ROSEN
Clerk
in our Numismatic Service Division

MR. EMIDIO PELUSO
Mechanical Engineer
in the Office of the Superintendent

MRS. NANCY P. TROPP
Occupational Health Nurse
in the Personnel Division, Health Branch

MISS MANORTHA M. DeVOSE
Clerk-Typist
in our Assay Division

WE are very happy to have these 13 new employees working with us!

TAKE STOCK
in AMERICA...

JOIN our PAYROLL SAVINGS PLAN
TODAY!

We cannot protect the value of the dollar
by passing the buck.
--President Richard Nixon

Increase your BOND allotment
TODAY!

THE WAY I SEE IT....Dick Wolf

The manufacture of coins is in itself a process which differs in many ways from any other metal-working industry.

Because of the unique processes which are needed, we require specialized operating personnel.

When we hear the word professional, most of us think of athletes.

The word professional is defined as "engaged in a specific occupation for pay or means of livelihood." This puts all of us in the classification of a professional, for we are all engaged in a specified occupation for pay.

Professionals are always proud of their work and proud of the condition they keep the area surrounding their place of work.

I think it is time for all of us to begin thinking and acting as professionals.

Obey the rules--don't try to cheat on the rules when you think no one is watching--have pride in doing the best job you know how--have pride in keeping your area free of dirt, rubbish and hazardous obstructions.

Let's ALL do a professional job.

LENGTH-of-SERVICE AWARD PINS
CONGRATULATIONS to

four of our employees who earned award pins for their length of service in the Federal Government. They are:

FRANK J. GASIOROWSKI*	35	YEARS
Die Maker		
COSMO CASSIANO	25	YEARS
Coin Press Lead Foreman		
HILDREY E. HULSTINE	20	YEARS
Assistant Personnel Officer		
MARY O. BALDWIN	15	YEARS
Laborer		

*Frank came to our Mint on 7-18-40...that truly is "staying power!" We're proud of you, fellow.

YOU and RETIREMENT
...what every Mint employee should know about

DISABILITY Versus OPTIONAL RETIREMENT

After a recent survey of applications for disability retirement under the Civil Service Retirement law, the U. S. Civil Service Commission discovered "that almost one out of every eight applicants was old enough and had sufficient service (age 55 with 30 years of service, age 60 with 20 years of service, or age 62 with 12 years of service) to be eligible for the same Federal benefits through optional retirement as through disability retirement."

By choosing optional retirement rather than disability retirement, these applicants would receive more rapidly and without the need for medical examination:

- The same annuity as through disability;
- The same benefits under the Federal Employees Group Life Insurance Program; and
- The same benefits under the Federal Employees Health Benefits Program.

In addition, the Commission advises, if an employee is thinking of retiring, he should consider that:

- An employee retiring for disability receives NO Federal income tax advantage once he has reached the normal retirement age as defined by the Internal Revenue Service (i.e., age 55 with 30 years of service, age 60 with 20 years of service, or age 62 with 5 years of service).
- An employee retiring for disability may either use ALL his SICK LEAVE before retiring or have the SICK LEAVE added to his service credit for annuity computation purposes. An employee who retires optionally and who is incapacitated for duty has the same options. In such cases, agencies are authorized to grant extended sick leave, accrued or advanced, without depending on a ruling of disability by the Civil Service Commission (FPM Chapter 630, Absence and Leave). Nor is a waiver of repayment for advanced sick leave dependent on a disability versus optional retirement.
- In some instances, a finding of total disability by the Commission is sought to bolster claims for disability compensation from other Government agencies or from private insurance companies. While such a finding may lend some support to other claims, it is not conclusive. The term "disability" (under the Civil Service Retirement law) refers only to inability to perform useful and efficient service in the grade or class of position last occupied. It does NOT mean TOTAL DISABILITY for any gainful occupation.
- In some jurisdictions, disability retirement may be to the advantage of the employee if he is eligible for unemployment compensation and intends applying for it. IF disability retirement is sought for this reason, the Commission suggests that the employee first check with the appropriate unemployment office about his possible compensation title under both optional and disability retirement.
- A disabled employee age 62 or over and with less than 12 years of service who is otherwise eligible to retain his life insurance and continue his health enrollment can keep these benefits ONLY if he retires for DISABILITY. Thus, disability rather than optional retirement is preferable for such employees.

The Commission, therefore, requests that employees do not apply for disability retirement unnecessarily: IF only those who will actually benefit by disability retirement seek it, ALL retirement claims can be more quickly adjudicated by the Commission.

PROMOTIONS

ASSAY DIVISION

WILLIAM T. BADGER
to Supervisory Chemist GS 12
(Assistant Assayer)

BUILDING & MECHANICAL DIVISION

ELWOOD C. BROWN
to Furnace Builder WG 10
(Completed C.S. Commission
approved training agreement)

COINING DIVISION

J. RUSSELL NOLL
to Medal Production Foreman WS 10

JOHN J. MILEWSKI
Machine Tool Operator
Building & Mechanical Division

RETIRED in JANUARY 1971

We are happy to report that John's application for Disability Retirement was approved by the U. S. Civil Service Commission and he retired January 14, 1971.

Johnny entered on duty in our Mint on 01-16-66 and had over 18 years of Federal Civilian Service to his credit. Prior to working in our Mint, John had worked for the Frankford Arsenal and the Philadelphia Quartermaster Depot.

We'll miss you, Johnny, but we are pleased that the Commission has approved your application for retirement and all of us are certainly wishing you many "happy days" ahead as a retiree.

A Californian telescopes two problems into one word: "Popullution."

--Tom Koslowski

NEW Identification Badges

soon to be distributed to all Mint employees

As soon as our new identification badges have been properly processed and laminated, each employee will return his old identification card in exchange for the new badge.

For your information:

EACH identification badge issued will have a large number superimposed on the face of the badge. This number will relate to the major division to which each employee is assigned.

Employees will be required to report promptly the loss or destruction of their identification badge.

The issuance of replacement badges for those that are lost or stolen, will be at the expense of the employee -- 50 cents each for the first replacement; \$1.00 each for the second replacement; and \$1.50 for each succeeding one. Any badge which is lost or stolen and later recovered, after issuance of a replacement, must be immediately returned to the officer in charge.

Damaged badges will be replaced without charge when such damage is due to normal deterioration or accidental cause.

It will be the duty of every member of the guard force to require each employee to present his identification badge upon entering the building. An employee without an identification badge will not be permitted to enter the building under any circumstances, until he has been identified by his division head or acting division head, in person. Temporary badges will be issued in each case.

ALL employees will be required to wear their identification badges in plain view at all times while on Mint premises, unless their supervisors determine that this would create a safety hazard.

***** Credit Union MEMBERS *****

Please turn in all pass books for audit.

U. S. MINT
WAGE RATE SCHEDULE
EFFECTIVE DECEMBER 27, 1970

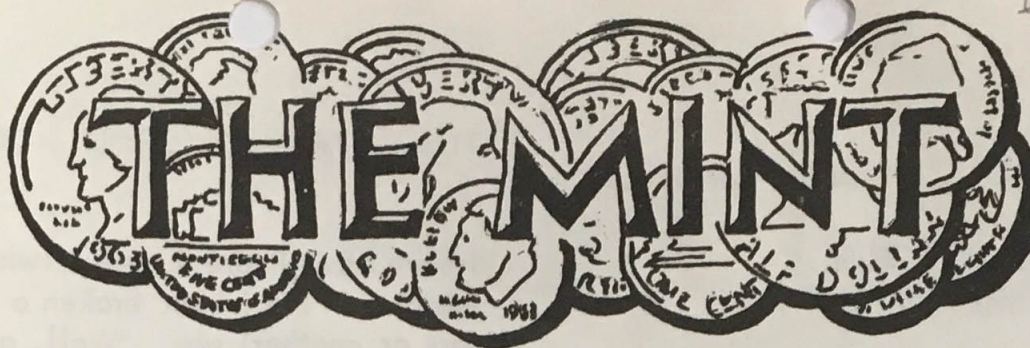
STEP GR	WG-NON SUPERVISORY			WL-LEADER			WS-SUPERVISORY				
	1	2	3	1	2	3	1	2	3	4	5
1	3.00	3.12	3.24	3.29	3.43	3.57	4.01	4.23	4.45	4.67	4.90
2	3.14	3.27	3.40	3.46	3.60	3.74	4.14	4.37	4.60	4.83	5.06
3	3.27	3.41	3.55	3.60	3.75	3.90	4.27	4.50	4.74	4.98	5.21
4	3.42	3.56	3.70	3.76	3.92	4.08	4.40	4.65	4.89	5.13	5.38
5	3.55	3.70	3.85	3.91	4.07	4.23	4.53	4.78	5.03	5.28	5.53
6	3.70	3.85	4.00	4.07	4.24	4.41	4.66	4.92	5.18	5.44	5.70
7	3.83	3.99	4.15	4.21	4.39	4.57	4.79	5.05	5.32	5.59	5.85
8	3.97	4.14	4.31	4.37	4.55	4.73	4.92	5.20	5.47	5.74	6.02
9	4.11	4.28	4.45	4.52	4.71	4.90	5.05	5.33	5.61	5.89	6.17
10	4.25	4.43	4.61	4.68	4.87	5.06	5.18	5.47	5.76	6.05	6.34
11	4.39	4.57	4.75	4.83	5.03	5.23	5.35	5.64	5.94	6.24	6.53
12	4.53	4.72	4.91	4.98	5.19	5.40	5.56	5.87	6.18	6.49	6.80
13	4.67	4.86	5.05	5.14	5.35	5.56	5.83	6.16	6.48	6.80	7.13
14	4.81	5.01	5.21	5.29	5.51	5.73	6.15	6.49	6.83	7.17	7.51
15	4.94	5.15	5.36	5.44	5.67	5.90	6.52	6.88	7.24	7.60	7.96
16							6.94	7.32	7.71	8.10	8.48
17							7.41	7.82	8.23	8.64	9.05
18							7.93	8.37	8.81	9.25	9.69
19							8.50	8.97	9.44	9.91	10.38

Shift Differentials: 2d Shift 19¢ 3d Shift 20¢

GENERAL SCHEDULE
RATES OF BASIC PAY ADJUSTMENT
EFFECTIVE JANUARY 10, 1971

Grade	Annual rates and steps									
	1	2	3	4	5	6	7	8	9	10
GS-1	\$4,326	\$4,470	\$4,614	\$4,758	\$4,902	\$5,046	\$5,190	\$5,334	\$5,478	\$5,622
GS-2	4,897	5,060	5,223	5,386	5,549	5,712	5,875	6,038	6,201	6,364
GS-3	5,524	5,708	5,892	6,076	6,260	6,444	6,628	6,812	6,996	7,180
GS-4	6,202	6,409	6,616	6,823	7,030	7,237	7,444	7,651	7,858	8,065
GS-5	6,938	7,169	7,400	7,631	7,862	8,093	8,324	8,555	8,786	9,017
GS-6	7,727	7,985	8,243	8,501	8,759	9,017	9,275	9,533	9,791	10,049
GS-7	8,582	8,868	9,154	9,440	9,726	10,012	10,298	10,584	10,870	11,156
GS-8	9,493	9,809	10,125	10,441	10,757	11,073	11,389	11,705	12,021	12,337
GS-9	10,470	10,819	11,168	11,517	11,866	12,215	12,564	12,913	13,262	13,611
GS-10	11,517	11,901	12,285	12,669	13,053	13,437	13,821	14,205	14,589	14,973
GS-11	12,615	13,036	13,457	13,878	14,299	14,720	15,141	15,562	15,983	16,404
GS-12	15,040	15,541	16,042	16,543	17,044	17,545	18,046	18,547	19,048	19,549
GS-13	17,761	18,353	18,945	19,537	20,129	20,721	21,313	21,905	22,497	23,089
GS-14	20,815	21,509	22,203	22,897	23,591	24,285	24,979	25,673	26,367	27,061
GS-15	24,251	25,059	25,867	26,675	27,483	28,291	29,099	29,907	30,715	31,523
GS-16	28,129	29,067	30,005	30,943	31,881	32,819	33,757	34,695	35,633	
GS-17	32,546	33,631	34,716	35,801	36,886*					
GS-18	37,624*									

* "The rate of basic pay for employees at these rates is limited by section 5308 of title 5 of the United States Code, as added by the Federal Pay Comparability Act of 1970, to the rate for level V of the Executive Schedule (as of the effective date of this salary adjustment, \$36,000)."



AT PHILADELPHIA

W Am
Return to same
Folk

VOLUME IX, NO. 2

February 1971

~~HOW~~ Public Law 91-658 *Amendments to*
significantly ~~AMENDS~~ the Civil Service Retirement Law

Public Law 91-658, signed by President Nixon on January 8, 1971 changes the Civil Service Retirement law in 5 ways. The changes --

1. * PERMIT a retiree who was UNMARRIED at the time of retirement to provide a survivor annuity for a spouse whom he married after retirement.

BEFORE, an employee who was unmarried at the time of retirement could elect an "annuity without survivor benefit" or (if he was in good health) an "annuity with survivor benefit to named person having an insurable interest." EITHER election was irrevocable and could not be changed IF the retiree later married.

2. PROVIDE a survivor annuity for the "second" spouse of a retiree who elected a survivor annuity when he retired.

BEFORE, a married employee (unless he elected "an annuity without survivor benefit" at the time he retired) had to designate his wife--and only the spouse so designated could receive a survivor annuity benefit; IF the designated spouse predeceased or was divorced from the retiree and the retiree later remarried, the new spouse could not qualify for the survivor benefit.

NOTE: Now the change in the law automatically substitutes the retiree's surviving spouse (acquired after retirement) for the one designated at the time of retirement..BUT, these three conditions must be met:

- (1) The employee must have been married at the time of retirement and not have elected "an annuity without survivor benefit." An employee who, at the time he retires, is married and elects "an annuity without survivor benefit" cannot later change this election IF his marriage terminates and he remarries.
- (2) The surviving spouse (if acquired after retirement) must have been married to the retiree for at least 2 years immediately preceding his death or be the parent of a child by that marriage.
- (3) The surviving spouse (if acquired after retirement) must elect the survivor annuity instead of any other survivor benefit to which she is entitled under any retirement system for Federal employees (not including the social security system).

The spouse acquired after retirement will receive the same annuity as would have been payable to the spouse designated at the time of retirement had that spouse survived the retiree; the commencing and terminating dates of this spouse's survivor annuity are also the same.

(continued)

OUR
WELCOME to 5 NEW employees

MR. JOSEPH J. SCELSI
Pipefitter-Equipment Repairer

MR. RICCARDO R.D. JENKINS
Electrician-Equipment Repairer

MR. JOSEPH BOTTOMS
MR. CURTIS JONES, JR.
Janitors

all in our Building & Mechanical
Division

MR. W. ALEXANDER DIAMENT, III
Mechanical Engineer
in the Office of the Superintendent

WE are very happy to have these 5 new employees working with us!

JOIN OUR PAYROLL SAVINGS PLAN
TODAY

It's NEW...and available
in the Personnel Office --

FED 11
FACTS

on Employee Appeals
from Adverse Actions

You can't just go on being a good egg.
You must either hatch or go bad.
--C.S. Lewis

One good thing about April--the weather starts
to get warmer about the same time the tax collector takes the shirt off your back.

--Ashley Cooper in Charleston, S.C., News
and Courier

THE WAY I SEE IT...Dick Wolf

I have often heard a worker (who has just made a mistake on the job or broken a shop rule of one sort or another) say, "Well, after all, I'm only human."

Any one who uses this expression seems to think that kind of apology excuses any kind of mental lapse of which he or she may be guilty.

Let's think about the excuse, "I'm only human."

A human being is the highest form of life on earth.

A human being is put together better physically and has more brains than any other form of life.

The capability of a human being to think and learn and reason is unchallenged.

If you are ever tempted to make use of this old alibi, "I'm only human," remember that, as a human being, you should

think better
work better

and be more aware of what you should do to insure your own safety.

To say, "I'm only human," is NO excuse for an accident.

PLANNED in 1970...

CHARTERED in 1971

As reported in the February 5th issue of The Government Standard, Bureau of the MINT and Assay Offices throughout the country have been chartered recently into the NATIONAL Council of Mint Locals.

Our ELLISON HATTON will serve as Temporary President and Timothy Chang, President of Local 2856, will act as Temporary Secretary-Treasurer.

CONGRATULATIONS, AFGE!

3. MAKE requirements for survivor annuity to be met by a WIDOWER of an employee the same as for a WIDOW.

BEFORE, the widower of a woman employee was not entitled to a survivor annuity unless, among other requirements, he (1) was incapable of self-support because of mental or physical disability and (2) had received more than half of his support from his wife.

NOTE: Now the change in law eliminates these 2 eligibility requirements effective for any widower whose wife-employee dies on or after the date of approval. (The rights of widowers whose wives died before this date are not changed.) BUT, the following conditions of entitlement for a survivor annuity for a widower must be met:

- (1) The wife-employee must have completed at least 18 months' civilian service and have died while employed subject to the retirement system.
- (2) The widower must have been married to the employee for at least 2 years immediately preceding her death or be the father of a child born of the marriage with the employee.

The WIDOWER will receive the same survivor annuity payable to the widow-- with the same commencing and terminating dates. ALSO, a widower entitled to survivor annuity will be eligible to continue his late wife's health benefits enrollment under the same conditions as a widow is eligible to continue her late husband's enrollment.

4. PERMIT a reemployed annuitant to use his supplemental annuity to increase his survivor's benefit.

BEFORE, a retiree who served continuously and full-time for at least 1 year as a reemployed annuitant was entitled to a supplemental annuity which could not be used to increase the surviving spouse's annuity.

5. PROVIDE service credit for certain periods of separation during which employees received Federal Employees' Compensation benefits.

BEFORE, an employee who was separated from an agency while in receipt of employees' compensation for work injuries (under 5 U.S.C. Ch. 81) received NO CREDIT for the period of separation for retirement (and related, e.g. retention, leave accrual rate) purposes.

NOTE: Now the change in law operates to grant service credit for such periods of separation for retirement and related purposes, under certain conditions. The change in law deems a former employee who returns to duty after a period of separation to have been on leave of absence without pay for the period or part thereof during which he was in receipt of employees' compensation. SINCE the retirement law allows full service credit for leave without pay while in receipt of employees' compensation, an employee who is separated from an agency and LATER is reemployed in the same or different agency is entitled to FULL SERVICE CREDIT without deposit to the Retirement Fund for ALL or the PORTION of the period of separation during which he was in receipt of employees' compensation.

For retirement credit purposes, this change applies not only to current employees but also to former and future employees with periods of separation during which they were in receipt of employees' compensation. It applies to former employees who are already retired IF they apply to the Civil Service Commission for the additional credit. However, for the purposes of changing retention standings, leave accrual rates and other retirement-related purposes, the change applies ONLY from the date of approval.

* For detailed information on these changes, read FPM Letter No. 831-26

In answer to a **CHALLENGE**
SUGGESTION AWARDS
of \$170

to WILLIAM E. BORECKY
Die Maker
Engraving Division

who suggested the use of a tool with a positive top clamp and milled pocket (on the Premier Precision Lathe) which can take a throw-away insert and also the use of a tool with a throw-away insert used for chamfering. These two new tools (mounted together as one) serve to eliminate damage to the cut - off tool and also double the life of the chamfer tool.

of \$55

to FLOYD R. HALEY
(former employee)

who suggested installing hangers (of his own design) on the Torrington Mill to allow the dry-type air filters to hang erect and more uniformly --thereby prolonging the life of the filters.

of \$50

to ELIZABETH SCHOENEK
Administrative Assistant
Coining Division

who suggested the sale of miniature bags of uncirculated one-cent coins as a memento for visitors.

of \$50

to ALFRED C. WOODSON
Power Plant Controlman Trainee
Building & Mechanical Division

who suggested installing a sight gage on oil tank to eliminate climbing over equipment and to allow the controlmen to make a quick determination as to the oil level.

of \$35

to ANNA M. CHRISTINZIANO
Cutting & Sewing Assistant Lead Foreman
Coining Division

who suggested that a plexiglass template be used for marking the bag pattern in order to increase the amount of bags produced and also to help the operator achieve a greater degree of efficiency.

(continued)

\$ Keep those good suggestions coming in ! \$

(continued)

With ~~pride~~ and appreciation, the Management of this Mint wishes to personally thank all in our SECURITY DIVISION for effectively preventing this car theft.

PROMOTIONS

PERSONNEL DIVISION

HILDREY E. HULSTINE
to Personnel Officer GS 12
(Temporary Promotion nte 4 months)

BUILDING & MECHANICAL DIVISION

HUGO R. BUCCI
to Plumbing-Pipefitting Foreman WS 10
(Temporary Promotion nte 1 year)

JOSEPH G. ELWELL
to Electrician Foreman WS 10
(Temporary Promotion nte 1 year)

MIRIAM E. JONES
to Clerk (Typing) GS 04

COINING DIVISION

ANTHONY BATTAGLIA
to Medal Production Lead Foreman WS 09

DOMENICK F. MARZULLI, JR.
to Medal Production Lead Foreman WS 09

JAMES BANKS
EDWIN J. GREENE
MICHAEL A. LEE
THOMAS L. STEPHANO
all to Pressman WG 08

...she had the choice -and

TILLIE DEVOR

Laborer, Building & Mechanical Division
ELECTED to receive compensation under
BEC

Although the U. S. Civil Service Commission approved Tillie's application for Disability Retirement, she chose (because of her work-connected injury) to be separated for disability rather than to retire for disability. Her separation was effective on 01-29-71. Tillie, also, entered on duty in our Mint with a Temporary Appointment (02-08-61) and all her service was acquired at our Mint.

LENGTH-of-SERVICE AWARD PINS CONGRATULATIONS to

six of our employees who earned award pins for their length of service in the Federal Government. They are:

CHESTER S. KARASINSKI 30 YEARS
Die Maker

NICHOLAS F. DeCROCE 25 YEARS
Machine Operator

EDWARD DEWEES 20 YEARS
Electrician Foreman

JOSEPH F. LINK 20 YEARS
Die Maker

THOMAS L. ROBITAILLE 20 YEARS
Strip Production Supervisor

EDGAR J. SUITER 20 YEARS
Casting Machine Operator

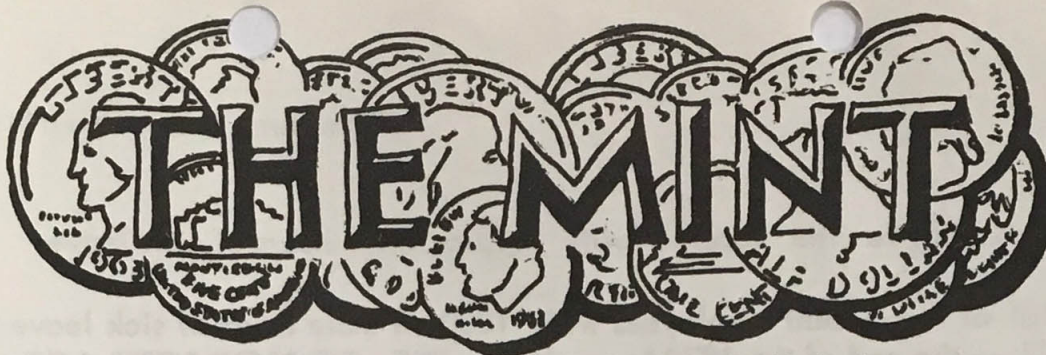
ELIZABETH K. FRALEY
Sewer, Coining Division
RETIRED in FEBRUARY 1971

Happily, we can report that Elizabeth's application for Disability Retirement was approved by the U. S. Civil Service Commission and she retired on February 16, 1971.

Betty entered on duty in our Mint with a Temporary Appointment on 02-13-61 (as a Selector) and had over 10 years of Federal Civilian Service to her credit. All of her service was acquired at our Mint.

We'll certainly know that you have left our ranks, Betty, and you can be sure we'll miss you--but we are delighted that the Commission has approved your application for retirement. All of us certainly are wishing you many, many "happy days" ahead as a retiree.

We'll miss you, too, Tillie, but we're all very pleased that you are so happy with your election!



AT PHILADELPHIA

VOLUME IX, NO. 3

March 1971

FUN ahead!

ONE-DAY TOUR of Washington, D.C.

offered to Philadelphia-Mint Employees (and spouses)

... see the Bureau of Engraving and Printing

... visit the offices of the Bureau of the Mint

... use 2 hours of free time to do as you wish

Since many of the Philadelphia-Mint employees have expressed interest in visiting the offices of the Bureau of the Mint in Washington (as well as the Bureau of Engraving and Printing --where U.S. paper money is produced), a BUS TRIP to Washington, D.C., now is being planned for

MONDAY, JUNE 21

(the first day of our settlement period) -- or, another day later in that week. While plans are not yet complete, IF 45 (or more) people choose to participate in this outing, the following tentative schedule has been set up:

- | | |
|------------|---|
| 7:30 a.m. | BUS departs from our Mint (5th and Arch Streets) |
| 10:30 a.m. | ARRIVE at BUREAU of ENGRAVING and PRINTING
Tour the paper-money manufacturing facilities. |
| 12:15 p.m. | BUS transports group to Treasury Department. Have
lunch at Treasury Department Cafeteria -- or, at any
restaurant of your choice. |
| 1:30 p.m. | TOUR Treasury Department, seeing offices of the
BUREAU of the MINT and the Treasury exhibits. |
| 2:30 p.m. | 2 hours of FREE TIME to visit other points of interest
(Smithsonian, Capitol, Washington Monument, etc.) |
| 4:30 p.m. | BUS departs for Philadelphia |
| 6 p.m. | STOP for 30-minute supper |
| 8 p.m. | ARRIVE at our Mint (5th and Arch Streets) |

FINAL plans will be made, if 45 (or more) people decide to participate in this trip (if 85 people decide to go, TWO buses will be chartered). Transportation cost, per person, should be approximately \$5.00; another \$5.00 would cover the cost of light meals -- making the total cost per person about \$10.00. You will be required to use 8 hours of annual leave to make this trip, of course.

ALL employees who are interested in taking this tour should fill in the form attached to this issue of "The Mint" and give it to their supervisor who, in turn, will deliver it to the Office of the Superintendent.

IF less than 45 people decide to participate, the tour will have to be canceled. SO, if you are interested in taking this bus trip, PLEASE give your supervisor your completed form promptly.

ANNUAL

SICK LEAVE ROLL...they're the "tops" -- with 1000 or more hours of sick leave!

Here is the annual list of those Mint employees with 1000 or more hours of sick leave to their credit as of January 9, 1971 -- the end of the 1970 Leave Year. WE CONGRATULATE those of you who have had the good fortune and good sense to accumulate so much leave insurance.

Frank Gasparro	2643	John R. Craig, Jr.	1615	Gerald Tempesta	1204
Daniel J. Costanzo	2602	Walter J. Tempalski	1608	Thomas E. Power	1183
Willard L. Ainsworth	2429	Andrew E. Slater	1581	George Johnson	1179
John P. Lepping	2246	Ulysses Sullivan	1484	James J. Kelly	1176
Lenard Brown	2235	Hildrey E. Hulstine	1477	Carmen M. Naddeo	1168
Elwood Bruce	2230	Edward Dewees	1449	Frank E. Campbell	1146
Richard S. Wolf	2203	Walter E. Whitehouse	1394	Leonard Meyers	1143
Henry Frazier	2142	James R. Beal	1363	John J. Fleischer	1136
Francis H. Breen	2127	Clarence A. Miller	1352	Fredrick C. Ernst	1125
Francis J. Spizzirri	2054	Woodrow L. Amey	1346	Thomas Walsh	1123
Harry Stern	1971	Thomas L. Robitaille	1289	Frank Scott	1118
Carolyn Keefer	1901	Walter R. Christensen	1285	G. N. Anderson	1112
Dominick V. Fischett	1878	Herman Vizner	1263	William E. Clausen	1104
Sidney Rosendorn	1745	Flavian Sanchez	1259	John F. Grinnan	1057
Nicholas Marandola	1662	Evelyn N. Cruce	1221	Salvatore J. Danna	1039
Kenneth W. Grant	1621	Samuel J. Dalessio	1217	Willie E. Booker	1021
				Arthur G. Easley, Jr.	1003

GERTRUDE BARKSDALE FOREMAN

Sewer, Coining Division
RETIRED in MARCH 1971

The U. S. Civil Service Commission also quickly approved her application for Disability- Retirement and our well-liked Gertrude was able to retire on March 12, 1971.

Quiet, pleasant, industrious, Gertrude entered on duty in our Mint (Temporary Appointment) on April 3, 1961, as a Selector. She had over 11 years of Federal Civilian Service to her credit-- prior to working in the Philadelphia Mint, she had been employed by the Marine Corps Supply Activity in Philadelphia.

Although we are sorry to lose you, Gertrude, we are very happy, for your sake, that the Civil Service Commission approved your application. We wish you many wonderful years ahead as another one of our "gal" retirees!

DOUBLE your Money

The safest way to double your money
is to fold it over once
and put it in your pocket.

--KIN HUBBARD

\$

SAVE your Money

JOIN OUR PAYROLL SAVINGS PLAN TODAY

\$

Woman to Internal Revenue agent: What did you do with all the money I gave you last year?

--Lepper in "The Christian Science Monitor

A man in Las Vegas decided he didn't have enough money to gamble, so he decided simply to watch the wheel and bet mentally. In no time flat, he lost his mind. --Ken Lindsay

UNITED STATES MINT
PHILADELPHIA, PA. 19106

NOTICE

From: The Superintendent
To: All Employees
Subject: Employee Discussion Panel

An employee discussion panel was formed last year to encourage greater participation by the employees in the operation and development of this facility. We will again select a panel for the year, 1971.

The panel will consist of non-supervisory personnel from different divisions within the building, a representative from the Union and a representative from Management.

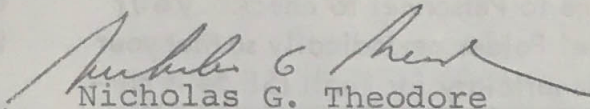
The panel would meet one day a month, for one hour at a place to be determined in the near future.

The purpose of the panel is to afford the employee an opportunity to meet and discuss mutual problems, discomforts and annoyances they are experiencing in working conditions.

The panel would be advisory only and would submit a typed report of each meeting to the Superintendent.

The panel would be picked from those employees who volunteer to serve and shall be changed each year, so as to give as many employees an opportunity to participate.

If you are interested in serving on this panel, please submit your name to the Personnel Officer no later than Monday, April 5, 1971.


Nicholas G. Theodore
Superintendent

OUR
WELCOME to 8 NEW employees

PROMOTIONS

BUILDING & MECHANICAL DIVISION

DARRYL K. EVANS
STANLEY F. LEPCZYK
LOUIS A. MASSANOVA
GEORGE MIKELL
ALFRED C. WOODSON
all to Power Plant Controlman WG 11
(Completed C.S. Commission
approved training agreement)

ENGRAVING DIVISION

MICHAEL G. IACocca
to Sculptor & Engraver GS 12

PERSONNEL DIVISION

JOANNE C. LAWLOR
JANE E. PERRY
both to Personnel Clerk (Typing) GS 06

...LENGTH-of-SERVICE AWARD PINS
CONGRATULATIONS to

five of our employees who earned award pins
for their length of service in the Federal Govern-
ment. They are:

JACK B. MILLER * 30 YEARS
Strip Production Supervisor

ANITA B. McDANIEL 20 YEARS
EAM Operator

FANNIE T. HARRISON 15 YEARS
Information Receptionist

CLARENCE DIXON 15 YEARS
Rolling Mill Operator (Intermediate)

CLARENCE TAYLOR 20 YEARS
Machine Operator

Note: On 12-8-70, Clarence completed his 20
years of service--and we apologize for having in-
advertently failed to list his name in our December
issue of, "The Mint." We're sorry, Clarence.

MR. CARMEN J. RODIA
Labor Management Relations Specialist
in the Personnel Division

MR. CHARLES E. SALETRI
Safety Officer
in the Office of the Superintendent

MR. GEORGE B. LINDSAY
Machinist

MR. WILLIE F. HUNTER
MR. FRANK J. KWIATKOWSKI
Janitors

MR. FRANCIS T. GAVAGHAN
Furnace Builder

MR. ROBERT O. WALK
Electrician-Equipment Repairer
(Temporary)

all in our Building & Mechanical Division

MRS. BARBARA J. SULLIVAN
Clerk-Typist
in the Personnel Division

WE are very happy to have these 8 new em-
ployees working with us!

JUST FOR THE RECORD...

*JACK B. MILLER acquired all of his Federal
Civilian Service in our Mint (both night and day).
We're proud of you, Jack!

TIMELY REMINDER

Be sure to come to Personnel to check your
Official Personnel Folder periodically so that your
Designation of Beneficiary for Fegli (SF 54) is cur-
rent. Don't forget--your Designation of Benefici-
ary always is automatically canceled
--on the day your transfer to another agency
(except by mass transfer)
--31 days after you cease to be insured

ANNUAL

SICK LEAVE ROLL...they're trying to be "tops" -- with 500 or more hours of sick leave!

Since many other agencies give recognition to their employees who have 500 or more hours of sick leave to their credit, we, too, wish to **CONGRATULATE** the following employees (many of whom are almost "tops") who, as of January 9, 1971 --the end of the 1970 Leave Year--had 500 or more sick -leave hours on their records! We are both happy and proud to present the first annual listing of this group of employees.

Robert L. Battle	979	Charles E. Riley	771	Jane E. Perry	676	James E. Hughes	580
Generoso J. Foglia	972	Paul J. Harrison	771	Jesse M. Cella	675	William J. Dietz	569
LeRoy K. Harris	970	Albert C. Roop	771	Loree Legion	674	Andrew W.	
Anna M.		William F. Smith	762	Michael O. Perri	672	Danielenko	568
Christinziano	968	Wiley K. Furr, Jr.	756	Thomas R. King	668	Domenic R.	
Stephen C.		Charles J. Pruner	756	Stanley F.		D'Antonio	567
Mozeleski	952	Michael A.		Lepczyk	668	John J. Duffy	567
Hugo R. Bucci	952	DiLemmo	751	Philip E. Fowler	667	Daniel J.	
Louis P. Amorosi	943	William H. Cloud	747	John P. Murray	664	Wiedenmann	565
Frances Devlin	927	Edward W. Walch	739	Letterio J.		Norman P. Burks	563
Leopold Ruiz	924	John Williams	737	Perrine	655	Dominic A. Pulli	563
Thomas Magerman	903	Augustine A.		Henry Grimes	654	Mary G. Hyland	562
George Jacoby	890	Albino	734	Matthew E.		George J. Michini	561
Thomas E. Dark, Sr.	889	Clifford Ogletree	734	Kuczynski	651	James C. Galati	559
Lafayette Hopkins	888	John J. Graham	732	William J.		Edgar Z. Steever	558
John J. Mangano	886	Edward J. Trask	730	Jenkins	650	Adam M. Rasinski	556
Henry T. W.		Samuel J. Masci	728	Joseph G.		John Bedoian	548
Orzechowski	868	Stanley B.		Elwell	650	Anthony J.	
Winsor H. Birch	857	Radziewicz	723	William E.		Geonnotti	542
William T. Badger	856	Alice K. Juenger	722	Borecky	640	Charles Roman	542
Arthur C.		Clarence E.		Joseph F. Link	638	Carmen J. Cupo	538
Di Giovanni, Jr.	855	Donovan	716	Stanley J.		John G. Nicolardi	534
Preston A. Mitchell	842	Bennie Evans	714	Korpalski	626	William H. Price	532
Joseph Zagursky	842	Francis E. Folk	706	Louis R.		Joanne Lawlor	531
Charles Williams	840	Charles H.		Frederico	623	Charles A. Arnold	531
John P. Peleckis	829	Sampson	705	Elwyn W. Wismer	618	Morris F. Force, Sr.	526
Robert J. McCurdy	828	Daniel Seymore	705	Valentine F.		Joseph Buckley	525
Stanley P. Bobbie	823	Reuben Skulsky	704	Verdi	615	Bernard Miller	524
Ethel C. Jamison	816	Anthony Dougherty	704	George M. Sabol	613	Richard J. Bannon	524
Edward F.		Harry A. Fisher	703	George R. Powell	611	Harry W. Walzer	521
Karlinski	815	John Bozyk, Jr.	701	James E. Moody	604	James P. McKinney	520
Anita B. McDaniel	808	Edward P. Cannon	700	Vincent A. Frese	593	W. J. Grohowski	520
Christian J. Sattler	797	George Jaffee	699	Frank X.		E. J. Dutkiewicz	516
Alfred C. Woodson	794	Elizabeth T.		Kordasiewicz	590	John A. Dolores	515
Michael T.		Deery	684	Charles Giles	585	Burke R. Cottman	509
Marinara	792	Theodore S. Lane	682	Angelo Baglio	584	Silvino R. Menello	506
Albert M. Pratt	776	Frank A. Wagner	681	Daniel P.		Wilson D. Pettus	501
				Mandzak, Jr.	582	Harrison Dixon	500

THE WAY I SEE IT... Dick Wolf

By the time you read this article, I no longer will be your Safety Officer. In retrospect, however, over the past 2 years, I have experienced many rewarding, as well as frustrating, periods.

The frustrating times were those when I found it necessary to recommend disciplinary action against one of you for failure to comply with rules and regulations which were designed to protect you from pain, discomfort and even death. I do not think I will ever understand the actions or reasoning of some employees: many times I have been stopped by an employee who complained to me about a hazard in his area which he felt should be corrected immediately--yet, even while he was complaining, he was exposing himself to permanent hearing damage by not wearing hearing protection.

In my opinion, there are some conditions here that we all must learn to live with and, as time and workload permit, many of the existing remediable hazards will be taken care of. In fact, many unsafe conditions already have been corrected--but, there is very little anyone can do to correct loss of hearing!

ALL kinds of protective devices and equipment are available -- make use of them, they are furnished for your protection.

The rewarding times, however, were those when I was approached by an employee and told of an incident when one of the protective devices prevented a serious injury. Every day that I didn't get a report of a serious injury also was a rewarding day for me--for I felt that, in some small way, I was partially responsible for each employee's being able to go home to his family in good physical condition.

Remember--the Safety Department is working 8 hours a day for your protection. Be sure to take advantage of this fact.

In answer to a CHALLENGE... it's
SUPERIOR WORK PERFORMANCE Awards
of \$200 each
for

EDWARD F. KARLINSKI
ARTHUR G. EASLEY, JR.

For performing outstanding services in the recovery of precious metals from our old Mint at 16th and Spring Garden Streets, both Mr. Karlinski (our Deposit Melting Leader) and Mr. Easley, Jr. (Melter), were recommended for their CASH AWARDS by their supervisor, Mr. Clarence A. Miller, Head, Cash & Deposits Division.

While working under the most adverse conditions, these two industrious and resourceful employees were able to effect this remarkable recovery of precious metals only by improvising their own methods and by exercising extreme diligence.

SOMETHING TO THINK ABOUT...

JUST
A LITTLE
CROOKED ?

The American people have a right to bitter complaint over disclosures of dishonor in high places. The duty of public men in this republic is to lead in standards of integrity--both in mind and money.

When there is a lack of honor in government, the morals of the whole people are poisoned...

Some folks seem to think these are necessary evils in a free government... or that it is smart politics... Those are deadly sleeping pills.

No public man can be just a little crooked.

--HERBERT CLARK HOOVER

Detach and return this form promptly to your supervisor (if you would like to take the one-day tour of Washington, D. C.).

I am interested in going on the Washington, D.C. tour
one day during the first week of the settlement period, June 21-25, 1971.

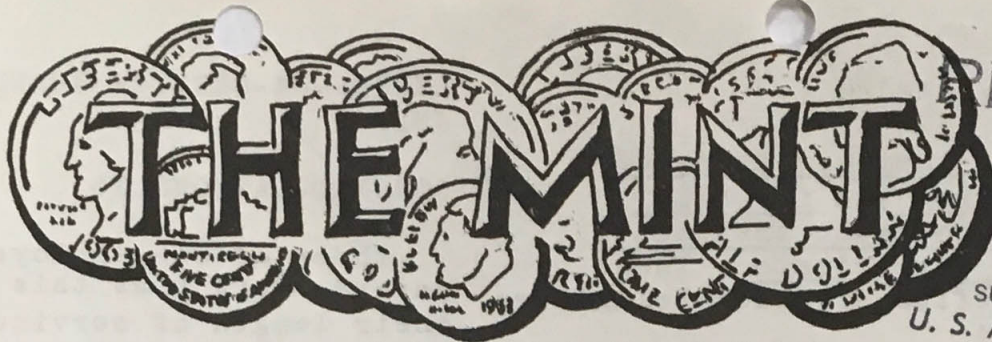
NAME: _____

EMPLOYEE NO: _____

DIVISION: _____

NOTE:

This is not a firm commitment. If sufficient interest is shown, those who have submitted this form will be advised of the date of the tour and will be asked to submit their trip deposit to the Office of the Superintendent.



RECEIVED

SEP 23 1971

OFFICE OF
SUPERINTENDENT
U. S. MINT AT DENVER

Chief Engraver Appears on "What's My Line"

August 5, 1971 was an important day in the life of Mr. Frank Gasparro, Chief Engraver.

He was taped on the "What's My Line" show, to be televised in the near future, coast to coast. Present on the panel were:

Arlene Francis
Bennett Cerf
Soupy Sales
Natalie Bruner

They believed he was the designer of "needles" or "Automobile tags." Little did the panel realize, just what a GREAT DESIGNER he is. While discussing the interview with Mr. Gasparro, he informed me that the show itself is certainly on the "up and up."

Said Mr. Gasparro: "You certainly get coached on the show. You even have to sign a contract to verify the show is on the up and up. I thought the show would help in selling the Eisenhower Dollar. The public is still not aware of the impact of the new silver dollar, nor are the people aware of the obverse and reverse design. When the panel and I discussed the reverse of our coins, like the penny, nickel, Kennedy-half and quarter, they were actually stumped as to what was on the reverses."

Yes, it was a fruitful day for Mr. Frank Gasparro, but we'll be able to share his enthusiasm more, when we see him on that televised show, sometime in December or January. Keep your eyes open for future details in our Mint Newsletter.

"TURN AROUND, LOOK AT ME"

The new sales counter exhibits in the lobby seem to be calling out this old hit song title now that they have been changed to excite our visitors, young and old.

Olga Melko, the Superintendent's Secretary took time out of her busy schedule to develop the new displays, using miniature landscapes, figures and other objects related to the men depicted on our medals.

Her original displays have inspired many visitors with the art of design. If you haven't seen these works of art, in your free moment, e.g. lunch or after work, why not take a look at the displays? You'll then understand the theme song.

PEACE CORPS NEEDS OVERSEAS VOLUNTEERS

Recently, the Peace Corps, in cooperation with the Civil Service Commission, publicized volunteer opportunities for Federal employees. In their effort to interest Federal employees in volunteering for overseas service, Peace Corps Director Joseph A. Blatchford pointed out the fact that developing countries have many needs for a variety of skills typical of those found in Government: and Civil Service Commission Chairman, Robert E. Hampton, emphasized the rights and benefits given to Federal

Peace Corps (cont'd)

employees if they are accepted by the Peace Corps and if their agencies agree to grant them leave without pay to participate. These rights and benefits afforded Volunteers are as follows:

- a. They will be able to return from LWOP without any loss in status;
- b. While away, they will be eligible for promotion;
- c. Their Federal retirement rights will be protected and time they spend as Volunteers will count toward retirement;
- d. All their expenses overseas will be fully covered by the Peace Corps, and upon return to the United States, they will be eligible for readjustment allowances of up to \$1,800; and
- e. Readjustment allowances for families--and families are now accepted on a limited basis--are slightly higher.

Milton L. Sharon, Director, U.S. Civil Service Commission, Phila., Region, in full support of this successful program, has encouraged heads of all Field Agencies "To the extent possible be liberal in granting leave without pay to those who are accepted as Volunteers."

NOTICE TO ALL EMPLOYEES

Effective October 1, 1971, the mailing of salary checks to employees by the Cashier's Office on a continuing basis only will be discontinued.

This function will be performed by the Treasury Disbursing Office; current lists of permanent mailing requests of employees on file in the Cashier's Office will be furnished to the Treasury Disbursing Office for direct individual mailing of salary checks, unless notified otherwise.

LENGTH-OF-SERVICE AWARD PINS (FOR JULY)

CONGRATULATIONS TO

three of our employees who earned award pins this month for their length of service in the Federal Government. They are:

Thaddeus Mackiewicz 35 Years
Stamping Die Foreman

John W. Hale, Jr. 30 Years
Rolling Mill Operator (Intermediate)

Walter R. Christensen 25 Years
Die Maker

OUR WELCOME TO 13 NEW EMPLOYEES

RAFFAELET T. FERRARA
Personnel Management Specialist
and
JOSEPHINE R. PADALA
Occupational Health Nurse

ISABEL F. BIELLI
ELIZABETH M. KIVLIN
both Clerk typists in our Personnel Division

QUEEN E. PRITCHARD
Card Punch Operator in our
Accounting Division

ANTHONY J. FRASCINO
Information Receptionist in
our Numismatic Service Division

HARRY DAVIS
Pipefitter-Equipment Repairer

WALTER T. NOLL
Janitor

JOHN E. GIBBONS
RALPH J. GUMBA
both Oilers

JOSEPH E. PARKER
JOSEPH F. PAKI
MYRON A. STEMPLE
all Machinists in our Building
& Mechanical Division

NEW EMPLOYEES (CONT'd)

We are very happy to have these 13 new employees working with us!

MINT EMPLOYEE HONORED

Norman Glestein, clerk in the Numismatic Section, Medal Shipping was elected to the Presidency of the Haym Salomon Lodge Brith Sholom. Norman was also voted to receive the Man of the Year Award for 1970-1971.

Share Your 'Best Vacation'

What was your most memorable vacation? Where and how did you have the best time of your life? Share your experience with your fellow employees of the Mint Newsletter. Send your stories to Mr. Hoskins' Office, Room 214. The most interesting stories will be published.

NOTES FROM ASSAY

WELCOME BACK to Arlene Lesnik who returned to work on August 5th following a 3 week illness.

WELCOME to Dewey Wilson who has been detailed to Assay during the Melting Division shut-down.

The Assay Laboratories are now equipped with a new Carbon Analyzer which will give us greater range & versatility.

All personnel from Assay are now equipped with Safety Glasses and with the cooperation of the Safety Officer our safety program is nearing completion.

Your reporter, by the way, spent a "glorious two weeks in San Francisco and Las Vegas during his vacation.

More next month.

NEWS NOTES FROM ENGRAVING

Morris Force, Die Maker in the Die Shop, has returned to work after an absence of several months following an operation and subsequent complications. He is back with us now, looking better than ever and doing the same fine job for which he has always been noted. We all look forward to the pleasure of having him with us for many happy healthy years to come.

At this time we would also like to welcome back, Mr. Thomas E. Power, Deputy Superintendent, who has just returned from a brief illness.

CHANGE OF ADDRESS:

The Mint Newsletter is now under the direction of:

Mr. Charles Hoskins
Public Information Officer
Numismatic Service Division
Room 214

At this time we would like to thank the editors and staff of the Personnel Division, who did such a Wonderful job on our paper in the past. We do hope that you will continue with your support and fine work as you have done previously.

DEADLINE FOR AUGUST ISSUE

The deadline for the August Issue of the Mint Newspaper will be August 25, 1971. Any news items, idea's or suggestions may be submitted no later than the date mentioned above.

Please submit all articles to Mr. Charles Hoskins, Room 214.

RECIPE OF THE MONTH:

An Original Favorite Recipe

ELEGANT LOBSTER THERMIDOR

6 rock lobster tails
(6 to 8 oz. each)
1/3 c. butter or margarine
5 Tbsp. flour
1 1/2 tsp salt
1 1/2 tsp. paprika
1 tsp. dry mustard
1/4 tsp. nutmeg

1 3/4 c. milk
3/4 c. light cream
3/4 c. sliced mushrooms,
fresh or canned
2 Tbsp. butter or margarine
1 c. soft bread crumbs
3 Tbsp. melted butter or margarine
parsley
lemon wedges

To obtain lobster meat from rock lobster tails, drop the lobster tails into boiling water, salted with 1/2 teaspoon salt. Heat water to boiling again on high heat and simmer for 20 to 30 minutes; depending on size of lobster tails. Drain lobster tails and rinse under cool water until cool enough to handle and remove the lobster. Save Shells. Cut meat into bite-size pieces. Melt the 1/3 cup of butter or margarine and blend in flour, salt, paprika, mustard and nutmeg. Remove from heat and gradually blend in milk and cream. Return to heat and cook until thickened.

Saute mushroom in the 2 tablespoons butter or margarine and add to sauce, along with lobster meat. Refill lobster shells with lobster meat mixture. Broil 4 inches from unit for 4 minutes. Combine soft bread crumbs and the 3 tablespoons melted butter or margarine and sprinkle over filled shells. Broil 3 minutes longer or until gold brown. Garnish with parsley and lemon wedges. Serves 6

If any of the Mint employees, have original recipes that they would like to submit for the Mint Newspaper, please forward your "CHEF'S SPECIAL" to Room 214, Mr. Hoskins' Office.

SAFETY OFFICER'S REPORT

Accident Statistics for the New Mint through June, 1971

Division	Days since last disabling injury	Best previous record days	Manhours worked without a disabling injury
Assay	699	*	23,182
Coining	76	125	103,307
Engraving	376	311	142,623
Mechanical	125	293	75,592
Melting	208	490	23,459

*No disabling injuries in the New Mint

The monthly safety report for June was a repeat of the monthly report for May. There were no disabling injuries to report. The length of time we have now gone without a disabling injury is a new record for the New Mint. As of the end of June it has been 76 days since the last disabling injury, compared to a 72 day interval in mid 1970.

As a general rule, over 90% of all accidents are due to human error, while the remaining 10% or less are a result of some hazardous condition. Past accident statistics for the Mint show that this is the case here. In order to set a new record as we have, it is evident that each employee realizes that his head is there for something more than to get the pillow wrinkled at night. We must stay alert on or off the job, since a mental lapse can cause injury or property damage. A good example of this was the explanation given for a minor auto accident; "I was on my way home when I pulled into the wrong driveway and ran into a tree I didn't have."

Observe the situation carefully, before you proceed. The best protective equipment you possess is your ability to think.

THIS MONTH'S CONTRIBUTING EDITORS ARE:

ASSAY DIVISION
Ken Smith

NUMISMATIC SERVICE DIVISION
Ann Tiskus
Ronald Davis

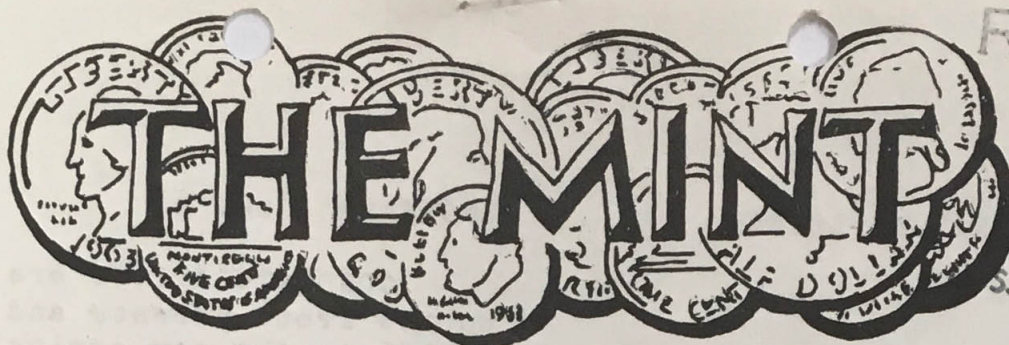
CASHIER'S OFFICE
Clarence Miller

PERSONNEL DIVISION
Jane Perry

ENGRAVING DIVISION
Willard Ainsworth

SAFETY DIVISION
Charles Saletri

July, 1971



AT PHILADELPHIA

RECEIVED
OCT 12 1971
OFFICE OF
SUPERINTENDENT
U.S. MINT AT DENVER

Volume X, No. 9

September, 1971

NEW PUBLIC AREA: SAN FRANCISCO

Recently, the San Francisco Assay Office opened a new public area at their Mint. So many unique changes have taken place. The lobby portrays an entirely different atmosphere from what we're accustomed to.

It now has a new display area, which will offer views of proof coinage and other processes. Like the Philadelphia Mint, they also have the Eisenhower Silver Dollar in their showcase.

With the new public area at 50 Fell Street, it has been designed to acquaint the visitors with some past history of the U.S. Mint in San Francisco.

Artifacts of historical equipment and instruments are also a part of the new exhibit.

Best wishes to all the employees at San Francisco in their new surroundings.

'Tell it Like it Is'

One evening after everyone left the mint, one of the janitors was cleaning the Numismatic Office when the telephone rang. Since no one was around he answered it with a cheery Hello. The caller proceeded to explain he had come across an old coin with an unfamiliar Mint Mark and asked the gentleman if this coin was valuable and how much he could get for it.

"Mister" said the janitor, "when

"Tell it like it Is" (cont'd)

I picked up the telephone and said hello, I was telling you all I know about this coin business.

MONEY - WISE

Did you know...

.....that the first coins of the U.S. Mint were made in 1792 for George Washington? He paid \$100.00 to the mint, which produced almost 2,000 silver half dimes for him. He gave them to friends and important visitors from Europe.

.....That no President appeared on any U.S. coin for circulation until the Lincoln cent was released in August, 1909? Today Presidents appear on all U.S. coins.

NOTES FROM ASSAY:

Participants from Assay in the first annual Management vs U.S. Mint softball game were: Joe L. Speight, Jack Clydesdale, Dick Wilcock, and your reporter.

More next month.

OUR WELCOME TO 5 NEW EMPLOYEES

BERNARD J. BUJAK
Accountant in our Accounting
Division

NATHANIEL J. HAGOOD
JOHN DEVINE JENKINS, JR.
janitors

JIM A. THOMPSON
Furnace Builder
all in our Building & Mechanical
Division

HOWARD KAHN
Position Classification Specialist
in our Personnel Division

We are very happy to have
these 5 new employees working with
us.

INCREASE IN "ROBB" FAMILY:
CONGRATULATIONS TO:

Mr. & Mrs. Francis Robb on the
birth of a bouncing baby boy,
Anthony Paul. The little one arrived
on August 21, 1971 at 8:06 a.m.,
weighing 7lbs-1/1/2 oz. Good luck
and good health to the new arrival
and also the proud parents.

Purchasing & Storeroom
Personnel

DOUBLE INCREASE IN "ROBITAILLE"
FAMILY:

Mr. & Mrs. Thomas Robitaille
announced the birth of their second
set of twin boys. Gerald and Francis
were born on September 23, 1971. The
one weighed 7 lbs-7 oz. the other
weighed 5 lbs-10 oz. They also have
two girls and one boy.

Tom, is a Strip Production
Supervisor in our Coining Division.

INCREASE (CONT'D)

CONGRATULATIONS are wished
to the Proud parents and good
health to the new arrivals.

Coining Division
Personnel

CONGRATULATIONS TO PROUD GRANDPARENTS:

On September 28, 1971, Flora
Mirsch and her husband became the
proud grandparents of their first
grandchild.

The bouncing baby girl, "Danalisa
Jannine" weighed 8 lbs.-2 oz. at her
birth.

Congratulations to the parents,
proud grandparents on their most
recent new arrival.

WHO'S THE BEST GUN-SLINGER; WYATT
EARP OR SECURITY?

It could be that one of our
security guards is the best "GUN
SLINGER IN THE EAST."

Recently, Leroy Barnes was in
a inter-Mint pistol match with Denver,
San Francisco, Ft. Knox, U.S. Assay
in New York and also West Point.
Leroy received the Director of the
Mint trophy award for the highest
individual score which was 284.

The other winners were: Harold
C. Swigeart-Denver, Sharpshooter
score 275.

Philip I. Ainsworth-San Francisco,
Marksman score 269.

Congratulations to all three
individuals who participated in the
matches.

CORRECTION:

In the last newsletter on the Safety Officer's Report, there was a typographical error. It stated that a presentation was made by the Superintendent to Mr. Clarence T. Hobbs, III and Mr. Frank Lawson. It should have read Mr. Frank Lamson.

SAFETY OFFICER'S REPORT:

Accident statistics for the New Mint through August, 1971

Division	Days since last disabling injury	Best previous working days	Manhours worked without a disabling injury
Assay	761	*	126,296
Coining	1	125	1,384
Engraving	448	311	180,666
Mechanical	46	293	33,280
Melting	271	490	26,672

*No disabling injuries in the New Mint

October 3-9, 1971, has been designated fire prevention week. On October 9, 1971, it will be 100 years since the tragic Chicago fire, in which 250 lives were lost. There was another fire that occurred on that same day, but because of the Chicago fire, it received little publicity.

A forest fire swept through the area of Peshtigo, Wisconsin during a dry spell, taking a toll of 1,152 lives. This is the largest recorded loss of life due to a single fire.

At present, approximately 1,000 lives are lost per month because of fire, or the equivalent of almost one Peshtigo fire per month. Most home fires are due to heating systems, electrical systems, or carelessness. Keeping your home in shape will help prevent a fire.

Strange as it may seem, a regular home fire drill is very important. Children have the tendency to hide under a bed or closet in panic situations. A regular drill will help to overcome this. Designate a meeting place outside the home, so that you don't return to the burning building to rescue someone who is already out.

Take time to review your fire prevention and protection activities. It could save a life.

'SPEAKING OF FIRE PREVENTION WEEK'

Are you wondering what you are going to do, with all that excess paraphernalia you have accumulated over the months? Well here's a solution to your problems.

There is going to be a bazarre held on October 9, 1971, to raise funds for the less fortunate in the Philadelphia area. It's sponsored by "THE NORTH PHILADELPHIA CRUSADE FOR THE NEEDY."

If anyone is interested in contributing, old jewelery, books, cosmetics, perfume, powder, dishes, etc., please contact Ann Tiskus at ext. 7-7092 for further detail. The deadline for the above mentioned will be October 7, 1971.

OPENING OF NEW LIBRARY AT
PHILADELPHIA MINT

The United States Mint in Phila. recently opened a new library in the Numismatic Division.

A relatively large selection of books has been loaned by Mr. Charles Hoskins to the Mint. The books are on coins, medals, tokens, paper money and all other aspects of monetary history.

The books may be used in the library for research, projects, etc. If interested, please contact Ann Tiskus, Room 214, Ext. 7-7092.

CONGRATULATIONS TO THE GRADUATES:

Two members of the Security Force have recently graduated from the one month course of the "Federal Protective Officers Academy" at Bobbins Air Force Base, Marietta, Georgia.

CONGRATULATIONS TO:

Officer, Francis Doherty, 4:00 p.m.
to 12:00 a.m. shift
Officer, Dennis Dougherty, 12:00 a.m.
to 8:00 a.m. shift

LENGTH-OF-SERVICE AWARD PINS (for
September)

CONGRATULATIONS TO:

seven of our employees who earned award pins this month for their length of service in the Federal Government. They are:

RAYMOND V. MURRAY	30	Years
Tool & Die Maker		
JOSEPH A. BUCKLEY	30	Years
Laborer Lead Foreman		
SALVATORE J. DANNA	25	Years
Heat Treater		
JAMES MURPHY	20	Years
Slitting Machine Operator		
CHARLES A. PRICE	15	Years
Machine Operator		
FRANK R. MADERT	15	Years
Annealer		
MATTHEW E. KUCZYNSKI	15	Years
Pressman		

RECIPE OF THE MONTH:

GLORIFIED RICE

1 box of Uncle Bens' Rice
 1 can of pineapple chunks
 1 can of crushed pineapple
 1 jar of maraschino cherries
 1 1/2 plastic containers of Whipped Topping
 1 box of miniature marshmallows

Cook rice according to directions, then rinse with cold water and set aside to cool. Meanwhile pour the juices from the pineapples and cherries in separate cups, then crush the cherries.

When rice is completely cool mix the chunked pineapples, crushed pineapples and cherries, whipped topping, 1/2 bag of marshmallows and cherry juice together in a large bowl. (DO NOT USE THE PINEAPPLE JUICE)

When mixing is completed put a few marshmallows on top for decoration, then place in refrigerator to cool.

Serves approximately 15 people.

*Glasses definitely affect vision, especially after they've been emptied a few times.

If you have a special recipe that you would like to submit for the Mint News, please type it up and forward to Mr. Charles Hoskins office, Room 214.

DEADLINE FOR OCTOBER ISSUE

The deadline for the October issue of the Mint Newspaper will be October 8, 1971. Any news items, idea's or suggestions may be submitted no later than the date mentioned above.

Please submit all articles to Mr. Charles Hoskins, Room 214.

THIS MONTH'S CONTRIBUTING EDITORS ARE:

ASSAY DIVISION
 Ken Smith

COINING DIVISION
 Elizabeth Schoenek

NUMISMATIC DIVISION
 Jeanette Lauletta
 Ann Tiskus

PURCHASING & STOREROOM
 Barry Spadt

SAFETY DIVISION
 Charles Saletri

SECURITY DIVISION
 Lou Frederico
 Charles Samson

I SEE IT.....Dick Wolf

I receive many inquiries about the requirement that all accidents must be reported and that, in the case of personal injury, a FORM must be completed. It seems that the employees feel that this require -
ment is some sort of punishment or that they will be condemned for being involved in an accident. This is NOT the reason.

I will attempt to make the reasons clear. First of all--this could be answered by saying that Public Law #267, 64th Congress requires it; however, it involves much more than this.

Of prime importance is the fact that these forms are for the employee's protection. A so-called minor injury, if not treated promptly and properly, far too often leads to infection with its many complications. The ACCIDENT FORM becomes a part of the employee's record TO PROTECT him in the event that he has trouble with a JOB-CONNECTED INJURY in the future. IF the injury is not properly reported, he MAY LOSE ALL RIGHT to MEDICAL TREATMENT and COMPENSATION BENEFITS.

~~FROM~~ the standpoint of accident prevention, which should be a goal of all of us, no controls or action can be taken UNLESS we know where accidents are occurring.

ALL of these reports go into safety records. These records are essential to a successful accident prevention program. RECORDS supply all the information necessary to change a haphazard, costly, ineffective safety program into a planned program that will reduce the costly toll of human suffering, damaged equipment, wasted material and loss of production.

to 2 new employees

Janitor

in our Building & Mechanical Division -
Custodial Unit

Clerk-Typist

in our Cash & Deposits Division

WE are very happy to have these 2 new employees working with us!

The most dangerous thing in the world
is to leap a chasm in two jumps.

--David Lloyd George

CREDIT UNION NEWS

The Credit Union has declared a 5-1/2% dividend for shareholders and a 20% interest refund to borrowers as of December 31, 1969.

The dividends will be credited after January 1, 1970, and will be reported by the Credit Union for the 1970 tax year for tax purposes.

\$

Experience keeps a dear school, but fools will learn in no other, and scarcely in that; for it is true, we may give advice, but we cannot give conduct. Remember this: they that will not be counseled cannot be helped. If you do not hear reason she will rap you over your knuckles.

--Benjamin Franklin

MEMORANDUM

January 21, 1970

TO : ALL DIVISION HEADS and SUPERVISORS
FROM : SUPERINTENDENT'S OFFICE
SUBJECT : EXECUTIVE ORDER NUMBER 9

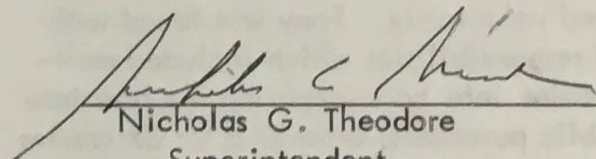
DETAIL OF EMPLOYEES

It has come to my attention that there has not been appropriate compliance with Philadelphia Mint Instruction #25, Detail of Employees.

You were informed by that Instruction that all details in excess of thirty (30) days must be reported on Standard Form 52. Details will be confined to a maximum period of one hundred and twenty (120) days (four months) unless prior approval of the Civil Service Commission is obtained.

No supervisor will be permitted to deviate from this Civil Service Commission requirement and any such violation will be cause for disciplinary action.

In those cases where it is felt that an extension period beyond the original four months is necessary and the employee has been detailed to a position, "not job related," Division Heads are required to furnish this office with a written statement as to why this particular employee had been selected for such a detail.


Nicholas G. Theodore
Superintendent

In answer to a **CHALLENGE...**

QUALITY STEP INCREASES

WHEN Mr. Power, our Assistant Deputy Superintendent, had to assume full responsibility for his own duties as well as those of the Superintendent and the Deputy Superintendent,

MRS. FRANCES DEVLIN
and
MISS FLORENCE BOLES

performed tasks which, under normal operating conditions, would have been performed by their supervisor, Mr. Power. For their unusual degree of tact and diplomacy in all their dealings with others, for their willingness and ability to assume unusual responsibility, and for their initiative in undertaking tasks which relieved Mr. Power from as much routine work as possible so that he was able to devote his time to more pressing problems, FRANCES and FLORENCE have been awarded Quality Step Increases.

DURING a critical but unavoidable shortage of supervisory personnel in the Melting Division,

MR. ANTHONY GEONNOTTI

was detailed to the Division to assist in the maintenance of records being kept at the old Mint; to originate ledger accounts for material located at the new Mint; and to coordinate the operations of both Mints in preparation for the coming yearly settlement. THEN, when Dr. Myer retired voluntarily, Tony was faced with additional responsibilities which included melting silver coins into bars; preparing the bars into lots for public purchases; arranging for deliveries of the bars. For his markedly superior quality of performance in all of this work, Mr. Geonnotti received a Quality Step Increase.

CREDIT CARD AGE

Nowadays when you lay your cards on the table, you can buy almost anything.
-- Changing Times

SUPERIOR WORK PERFORMANCE AWARDS

CASH AWARDS

FOR a superior degree of performance in carrying out their assignments in the CARPENTER SHOP, 5 of our employees received a group award in the amount of \$1050.00. Individually, they received as follows:

FRANK SCHMUCK	\$250.00
ELWOOD C. BROWN	\$200.00
RUSSELL E. COOKE	\$200.00
JAMES DeMARCO	\$200.00
ELLISON E. HATTON, JR.	\$200.00

An important part of the outstanding job these 5 employees performed was the repairing and the re-finishing on several pieces of antique furniture -- shipped from San Francisco for use in offices here in our new Mint. Trained and guided by FRANK SCHMUCK, the results of their workmanship were far beyond that which were expected of the employees on this project.

INDIVIDUALLY, LOUIS JAMES, of our Building & Mechanical Division, Custodial Unit, and FLAVIAN SANCHEZ, of our Engraving Division, received a Superior Work Performance Award in the amount of \$200 each.

Mr. James (who had many varied tasks to perform during our "transition period"), received the award because he has been such a cooperative and such a reliable worker and because of his willingness to perform any task assigned to him in an expeditious and dependable manner.

Mr. Sanchez received the award for his excellent services as "Spanish" interpreter for emissaries from Mexico and for Senor Francisco Merino, Director of the Mint in Madrid, Spain, during the new Mint opening ceremonies.

EDWARD J. McGUCKIN and
WILLIAM VANORE RETIRE

Choosing to retire this month, Mr. McGuckin had approximately 26 years of Federal Civilian Service; Mr. Vanore, approximately 24 years. WE surely wish both of our good friends many, many years of **HAPPY RETIREMENT.** We'll miss YOU!

a very special

Philadelphia mint story

CLEANED, PRESSED, and READY for ACTION !

Due to the keen interest of our Superintendent, Mr. Theodore, and the painstaking effort of our Sculptor and Curator, Mr. Iacocca, our Treasury MINUTEMAN FLAG now is ready to be prominently displayed in the new Mint.

LOOKING BACK...

In November of 1964, Mr. Pawson, a representative of the Savings Bond Division, personally presented our MINUTEMAN FLAG to Mr. Sura, in the old Mint lobby--conveying the appreciation of the Secretary of the Treasury. Truly a highly-prized trophy, the FLAG was awarded to the U. S. Mint in Philadelphia in recognition of the fact that at least 90% of our employees had participated in the Savings Bond Program for 12 continuous months. It signified not only the purchasing of all of the Bonds but also a rare esprit de corps in our Mint. We then had--and always will have--every right to be extremely proud of acquiring this unusual FLAG.

To explain to our newcomers:

The Treasury MINUTEMAN FLAG is a dark, rich blue, measures 5' x 3' and, when first presented to us, showed only the silhouette of the Concord Minuteman (in white) surrounded by 13 (white) stars. You will notice, however, that now it displays 16 white stars. The reason? Simply, that for each year in which our agency maintained a participation of 90% or over in the Bond Program, we received another star; and that, in 1965, 1966, 1967, our employees continued to keep up their excellent record! In fact, it wasn't until June of 1968, that we slipped out of the winner's circle and fell to only 88.10 participation.

LOOKING AHEAD...

The years '64, '65, '66 and '67 have shown, irrevocably, what the employees of this Mint can do when they work together. Past performance verifies that we, as enthusiastic Treasury employees, participated in this vital Treasury Department's BOND PROGRAM over 90% strong. If we ALL want to, we can do it again. LET'S TRY. Whether you buy a \$25 or a \$100 Bond doesn't matter. Only YOUR participation counts! As little as \$3.75 per pay period will do the trick and help us to get another star. And, we surely need YOUR help. Even with our new employees, our percentage of employees participating has dropped to 83%.

NOW, IS THAT ANY WAY FOR US TO RUN OUR PHILADELPHIA MINT BOND PROGRAM?

WE brought special honors to Mr. Sura, as Head of our agency, with our Savings Bond participation record and we can bring them, as well, to Mr. Theodore. There's nothing a good boss likes better than to know that his employees care about him, too.

[illegible]

GENEROSO J. FOGLIA 20 YEARS
Guard

U. S. MINT
WAGE RATE SCHEDULE
EFFECTIVE DECEMBER 28, 1969

STEP GR	WG-NON SUPERVISORY			WL-LEADER			WS-SUPERVISORY				
	1	2	3	1	2	3	1	2	3	4	5
1	2.58	2.69	2.80	2.84	2.96	3.08	3.49	3.69	3.88	4.07	4.27
2	2.72	2.83	2.94	2.99	3.11	3.23	3.62	3.82	4.02	4.22	4.42
3.	2.85	2.97	3.09	3.14	3.27	3.40	3.74	3.95	4.16	4.37	4.58
4	2.99	3.11	3.23	3.28	3.42	3.56	3.87	4.09	4.30	4.52	4.73
5.	3.12	3.25	3.38	3.44	3.58	3.72	4.00	4.22	4.44	4.66	4.88
6	3.25	3.39	3.53	3.58	3.73	3.88	4.12	4.35	4.58	4.81	5.04
7	3.39	3.53	3.67	3.72	3.88	4.04	4.25	4.48	4.72	4.96	5.19
8	3.52	3.67	3.82	3.88	4.04	4.20	4.37	4.62	4.86	5.10	5.35
9	3.67	3.82	3.97	4.03	4.20	4.37	4.51	4.76	5.01	5.26	5.51
10	3.80	3.96	4.12	4.19	4.36	4.53	4.64	4.89	5.15	5.41	5.67
11	3.94	4.10	4.26	4.33	4.51	4.69	4.81	5.07	5.34	5.61	5.87
12	4.07	4.24	4.41	4.47	4.66	4.85	5.02	5.30	5.58	5.86	6.14
13	4.20	4.38	4.56	4.63	4.82	5.01	5.30	5.60	5.89	6.18	6.48
14	4.34	4.52	4.70	4.77	4.97	5.17	5.63	5.94	6.25	6.56	6.88
15	4.55	4.74	4.93	5.00	5.21	5.42	6.00	6.34	6.67	7.00	7.34
16							6.43	6.78	7.14	7.50	7.85
17							6.90	7.29	7.67	8.05	8.44
18							7.43	7.85	8.26	8.67	9.09
19							8.02	8.46	8.91	9.36	9.80

Shift Differentials: 2d Shift, 17¢ 3d Shift, 18¢

"The Mint" (Philadelphia newsletter)

1969-1971

